MASTER
NEGATIVE
NO. 95-82402-1

COPYRIGHT STATEMENT

The copyright law of the United States (Title 17, United States Code) governs the making of photocopies or other reproductions of copyrighted materials including foreign works under certain conditions. In addition, the United States extends protection to foreign works by means of various international conventions, bilateral agreements, and proclamations.

Under certain conditions specified in the law, libraries and archives are authorized to furnish a photocopy or other reproduction. One of these specified conditions is that the photocopy or reproduction is not to be "used for any purpose other than private study, scholarship, or research." If a user makes a request for, or later uses, a photocopy or reproduction for purposes in excess of "fair use," that user may be liable for copyright infringement.

The Columbia University Libraries reserve the right to refuse to accept a copying order if, in its judgement, fulfillment of the order would involve violation of the copyright law.

Author:
U.S. Dept. of Labor.

Title:
Statistics on wages, hours, and working...

Place:
[Washington, D.C.]

Date:
1941

95-82402-1
MASTER NEGATIVE #

COLUMBIA UNIVERSITY LIBRARIES
PRESERVATION DIVISION

BIBLIOGRAPHIC MICROFORM TARGET

ORIGINAL MATERIAL AS FILMED - EXISTING BIBLIOGRAPHIC RECORD

BUSINESS
530.66
Un344

U. S. *Dept. of labor. Wage and hour division.*
... Statistics on wages, hours, and working conditions of redcaps in railroad stations; a tabulation of questionnaire replies to be introduced into the record at the administrator's inquiry into wages, hours and other conditions and practices of employment of redcaps by railroad or terminal companies. December, 1941. [Washington,] 1941.
cover-title, vi, 77 p. incl. tables. 27cm.
At head of title: United States Dept. of labor. Wage and hour division. Research and statistics branch.
Mimeographed.
——— Supplementary table[s] [Washington, 1941]
29 numb. l. 27cm.
1. Wages—U. S. 2. Porters—U. S. 3. Redcaps in railroad stations. I. Title. II. Title:
U. S. Dept. of labor. Libr.
——— Copy 2.
for Library of Congress
HD8052.A5 1941 ya
HE1815.U6 1941 a
[2]
L 42-85

RESTRICTIONS ON USE:

TECHNICAL MICROFORM DATA

FILM SIZE: 35mm REDUCTION RATIO: 14X IMAGE PLACEMENT: IA (IIA) IB IIB

DATE FILMED: 3/6/95 INITIALS: W.W

TRACKING # : MSH 01791

FILMED BY PRESERVATION RESOURCES, BETHLEHEM, PA.

BIBLIOGRAPHIC IRREGULARITIES

MAIN ENTRY: U.S. Dept. of Labor.

Statistics on wages, hours, and working...

Bibliographic Irregularities in the Original Document:

List all volumes and pages affected; include name of institution if filming borrowed text.

_____ Page(s) missing/not available: _____

_____ Volume(s) missing/not available: _____

_____ Illegible and/or damaged page(s): _____

_____ Page(s) or volume(s) misnumbered: _____

_____ Bound out of sequence: _____

__X__ Page(s) or volume(s) filmed from copy borrowed from: Library of Congress

pages 17 - 19; 24 - 27

_____ Other: _____

_____

TRACKING#: MSH01791

BIBLIOGRAPHIC IRREGULARITIES

MAIN ENTRY: U.S. Dept. of Labor.
Statistics on wages, hours, and working...

Bibliographic Irregularities in the Original Document:

List all volumes and pages affected; include name of institution if filming borrowed text.

_____ Page(s) missing/not available: _____

__X__ Volume(s) missing/not available: Supplementary Table[s] to MSH01791

_____ Illegible and/or damaged page(s): _____

_____ Page(s) or volume(s) misnumbered: _____

_____ Bound out of sequence: _____

_____ Page(s) or volume(s) filmed from copy borrowed from: _____

_____

__X__ Other: Best Copy Available _____

_____

TRACKING#: _____

FILMED IN WHOLE
OR PART FROM A
COPY BORROWED
FROM:

LIBRARY OF
CONGRESS

BEST COPY
AVAILABLE

2.5 mm

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

2.0 mm

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

1.5 mm

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

PM-MGP 13"x18"
METRIC GENERAL PURPOSE TARGET
PHOTOGRAPHIC

200 mm

150 mm

100 mm

1.0

1.1

1.25

1.4

1.6

1.8

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

1.0 mm

1.5 mm

2.0 mm

2.5 mm

A5

A4

A3

PRECISION℠ RESOLUTION TARGETS

Century

A&P

1303 Geneva Avenue
St. Paul, MN 55119

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

4.5 mm

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

3.5 mm

ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz1234567890

3.0 mm

U.S. DEPARTMENT OF LABOR. WAGE AND HOUR DIVISION.

STATISTICS ON WAGES, HOURS, AND WORKING CONDITIONS OF REDCAPS IN RAILROAD STATIONS. NOVEMBER, 1941.

D530.66 Un34

Columbia University
in the City of New York

LIBRARY

School of Business

School of Business Library
Columbia University

UNITED STATES DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION
RESEARCH AND STATISTICS BRANCH

COLUMBIA UNIVERSITY
LIBRARIES
MAY 2 1942
RECEIVED

STATISTICS ON WAGES, HOURS, AND WORKING CONDITIONS OF REDCAPS IN RAILROAD STATIONS

A TABULATION OF QUESTIONNAIRE REPLIES TO BE INTRODUCED INTO THE RECORD AT THE ADMINISTRATOR'S INQUIRY INTO WAGES, HOURS AND OTHER CONDITIONS AND PRACTICES OF EMPLOYMENT OF REDCAPS BY RAILROAD OR TERMINAL COMPANIES, DECEMBER, 1941

COLUMBIA
UNIVERSITY
LIBRARY

NOVEMBER 1941

(9550)

Business
D530,66
Un34+

OCT 14 1942 PCR

TABLE OF CONTENTS

		Page
I.	INTRODUCTION	1
II.	GENERAL CHARACTERISTICS OF THE STATIONS AND REDCAPS	3
	A. Geographic Distribution	3
	B. Size of Cities	3
	C. Size of Stations	4
	D. Classes of Redcaps	4
III.	METHODS OF REMUNERATION	10
IV.	EMPLOYMENT	26
	A. Changes in Volume of Employment	26
	B. Technological Changes in Working Methods	26
V.	HOURS OF WORK	31
	A. Changes in Hours	31
	B. Changes in Working Schedules	32
VI.	EARNINGS	45
VII.	OTHER CONDITIONS OF EMPLOYMENT	57
	A. Uniforms	57
	B. Unionization	57
VIII.	COST OF REDCAP SERVICE TO THE RAILROADS	60
IX.	WAIVING OF PASSENGER PAYMENTS UNDER THE CHECK-AND-CHARGE SYSTEM	75

LIST OF TABLES

Table No.		Page
1	Stations and Total Redcap Employment During the Payroll Period Ending June 15, 1941, Classified by Size of City and by Region	6
2	Number of Stations Employing Redcaps, by Size of City and Size of Redcap Staff in the Payroll Period Ending June 15, 1941	7
3	Distribution of Stations and Total Redcap Employment During the Payroll Period Ending June 15, 1941, by Size of Total Redcap Staff, and by Region	8
4	Employment, June 1-15, 1941, by Classes of Redcaps, Size of Total Redcap Staff at Each Station, and Regions	9
5	Distribution of Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938-1941	15
6	Distribution of Eastern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938-1941	16
7	Distribution of Southern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938-1941	17
8	Distribution of Mid-Western Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Payroll Periods, 1938-1941	18
9	Distribution of Far Western Stations and Regular Redcaps, by Prevailing Method of Remuneration, in Each of 5 Selected Payroll Periods, 1938-1941	19
10	Distribution of Stations and Supervisory Redcaps, by Prevailing Method of Remuneration, in Each of 5 Selected Payroll Periods, 1938-1941	20
11	Distribution of Stations and Incidental Redcaps, by Prevailing Method of Remuneration, in 5 Selected Payroll Periods, 1938-1941	21
12	Date of Introduction of the Accounting and Guarantee System: Number of Stations, by Regions	22
13	Date of Introduction of the Accounting and Guarantee System: Number of Stations, by Size of Redcap Staff	23
14	Date of Introduction of the Check-and-Charge System: Number of Stations, by Regions	24

Table No.		Page
15	Date of Introduction of the Check-and-Charge System: Number of Stations, by Size of Redcap Staff	25
16	Number of Redcaps Employed in 5 Selected Payroll Periods, by Classes	27
17	Distribution of Stations and Regular Redcaps, by Percent Changes in Employment of Regular Redcaps from June 1-15, 1938 to June 1-15, 1931, by Regions	28
18	Distribution of Stations and Redcaps, by Percent Changes in Employment of Supervisory Redcaps and of Incidental Redcaps from June 1-15, 1938 to June 1-15, 1941, by Regions	29
19	Introduction of Technological Changes in the Redcap Service since October 24, 1938: Number of Stations and Total Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions	30
20	Distribution of Stations, by Average Semi-Monthly Hours Worked by Regular Redcaps in June 1-15, 1939 and in June 1-15, 1941	34
21	Distribution of Stations, by Average Semi-Monthly Hours Worked by Regular Redcaps at Each Station, in June 1-15, 1938 and in June 1-15, 1941	35
22	Distribution of Stations, by Average Semi-Monthly Hours Worked by Supervisory Redcaps in June 1-15, 1938, June 1-15, 1939, and June 1-15, 1941	36
23	Distribution of Stations, by Average Semi-Monthly Hours Worked by Incidental Redcaps at Each Station, in June 1-15, 1938, June 1-15, 1939, and June 1-15, 1941	37
24	Average Semi-Monthly Hours of Regular Redcaps, June 1-15, 1941, by Size of City and Region	38
25	Average Semi-Monthly Hours Worked by Supervisory Redcaps in June 1-15, 1941, by Size of City	39
26	Average Semi-Monthly Hours Worked by Incidental Redcaps in June 1-15, 1941, by Size of City	40
27	Introduction of Split Shifts and Staggered Working Schedules, since October 24, 1938: Number of Stations and Total Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions	43
28	Distribution of Stations Reporting the Introduction of Changes in Working Schedules since October 24, 1938, by Percentage Changes in Employment of Regular Redcaps from June 1-15, 1938 to June 1-15, 1941	44

Table No.		Page
29	Regular Redcap Employment, Average Recorded Earnings, Hours and Tips in 3 Selected Payroll Periods at Groups of Identical Stations Using Specified Methods of Remuneration in Each Payroll Period	48
30	Average Recorded Earnings and Hours of Supervisory Redcaps in 3 Selected Payroll Periods at Groups of Identical Stations Using Specified Methods of Remuneration in Each Payroll Period	49
31	Average Recorded Earnings and Hours of Incidental Redcaps at a Group of 60 Stations, at which They Were on a Salaried Basis, in 5 Selected Payroll Periods	50
32	Average Recorded Hourly and Semi-Monthly Earnings of Regular Redcaps, June 1-15, 1941, by Size of City and Prevailing Method of Remuneration	51
33	Average Recorded Earnings of Supervisory Redcaps in June 1-15, 1941, Classified by Size of City and Prevailing Method of Remuneration for Supervisory Redcaps at Each Station	52
34	Average Recorded Earnings of Incidental Redcaps in June 1-15, 1941, Classified by Size of City and Prevailing Method of Remuneration for Incidental Redcaps at Each Station	53
35	Distribution of Stations and Redcap Employment in the Payroll Period Ending June 15, 1941 by Method of Remuneration and Average Recorded Hourly Earnings	54
36	Stations and Regular Redcap Employment, Distributed by Average Recorded Hourly Earnings from Tips of Regular Redcaps, Receiving Tips Only, in June 1-15, 1939, by Regions	55
37	Stations and Regular Redcap Employment, Distributed by Average Recorded Hourly Earnings from Tips of Regular Redcaps, Receiving a Salary of Less Than 25 Cents an Hour and Reporting Tips, in June 1-15, 1939, by Regions	56
38	Methods of Providing Redcaps' Uniforms: Number of Stations and Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions	58
39	Analysis of Hours Provisions in Union Agreements Applicable to Redcaps, Received from 217 Stations: Number of Stations and Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions	59
40	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, All Regions	62

Table No.		Page
41	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Eastern Region	63
42	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Southern Region	64
43	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Mid-Western Region	65
44	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, All Regions	66
45	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Eastern Region	67
46	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Southern Region	68
47	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Mid-Western Region	69
48	Reported Cost of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Far Western Region	70
49	Stations using the Check-and-Charge System and Redcap Employment in the Payroll Period Ending June 15, 1941, Classified by Net Operating Results of the Check-and-Charge System for the First Six Months of 1941 Compared with Expenses of Redcap Service in the First Six Months of 1938, by Regions	71
50	Stations Using the Check-and-Charge System for the Period November 1, 1940 to June 30, 1941, and Redcap Employment in the Payroll Period Ending June 15, 1941, Classified by Net Operating Results of the Check-and-Charge System in the Four Months before, and in the Four Months after, March 1, 1941, by Regions	72

Table No.		Page
51	Stations Using the Check-and-Charge System and Redcap Employment in the Payroll Period Ending June 15, 1941, Distributed by the Ratio of Redcap's Wages to Revenue Under the Check-and-Charge System in the First Six Months of 1941, by Size of Redcap Staff at Each Station	73
52	Stations Using the Check-and-Charge System, and Redcap Employment in the Payroll Period Ending June 15, 1941, Distributed by the Ratio of Total Non-Payroll Expenditures of the Redcap System to Redcaps' Wages, for the First Six Months of 1941, and by Operating Results of the Check-and-Charge System	74
53	Waiving of Passengers' Payment for Redcap Service as Reported by Stations Using the Check-and-Charge System: Number of Stations and Redcap Employment on June 15, 1941, by Regions	76
54	Distribution of Stations Reporting the Waiving of Passengers' Payments for Redcap Service, by Percentage of Total Baggage Tags Used for which Payment was Waived	77

EXHIBITS

Exhibit		Page
A	Extract from a Letter from a Railroad Company Describing the Working Schedules of Redcaps at One Far Western Station and One Mid-Western Station	41
B	A Notice to Redcaps Concerning their Working Schedule, Issued on July 21, 1939, by a Station in the Eastern Region	42

I. Introduction

The Wage and Hour Division, at the direction of the United States Senate[1], is conducting an inquiry into the wages, hours, and working conditions of Redcaps employed in railway stations. Hearings have been held by a representative of the Division in Chicago, St. Louis, and New York. The final hearing will take place in Washington beginning December 1, 1941.

In order to supplement the testimony and exhibits in the record of these hearings with comprehensive data regarding Redcaps employed by all railroad and terminal companies, the Division sent a questionnaire on earnings, hours, and working conditions to the companies on September 9, 1941. The form of the questionnaire was approved by representatives of the Association of American Railroads, the Brotherhood of Railway Clerks, and the United Transport Service Employees of America. Reply to the questionnaire was voluntary.

Distribution of the questionnaire was confined to three groups of companies:

1. Class I steam railways (Interstate Commerce Commission classification).

2. Switching and terminal companies (Interstate Commerce Commission classification) reporting that they had handled passenger traffic in their annual reports to the Interstate Commerce Commission for 1939.

3. Electric railways (Interstate Commerce Commission classification) reporting passenger revenue in their annual reports to the Interstate Commerce Commission for 1939.

The smaller Class II and Class III steam railways were omitted because it was believed that they employed few, if any, Redcaps. The validity of this assumption is demonstrated by the fact that the bulk of Redcap employment reported in the questionnaire replies was on the larger roads and in the larger terminal companies, and by the fact that even many of the smaller Class I roads carrying passenger traffic employed few or no Redcaps.

Replies were received from all of the companies to which questionnaires were sent, or from their parent companies. In a number of instances, where companies replied that they employed no Redcaps, and where there were doubts regarding their interpretations of the word "employed," follow-up letters were sent to insure that all Redcaps, whether or not carried on the railroads' payrolls as "employees," were covered by the survey. It is believed, therefore, that the data included in this survey cover almost all of the Redcaps at railway stations in the United States.

1/ U. S. Senate Resolution 105, 77th Congress, 1st Session.

This report includes tabulations of the questionnaires returned by 346 stations which employed 3,742 Redcaps during the payroll period June 1-15, 1941, accompanied by prefatory summaries of content and notes on methods used in tabulation. The report will be offered for the record at the Washington hearings in December, 1941.

Not all of the replies were complete, and some of the tabulations do not include all 346 stations. There were, for instance, no Redcaps employed in June 1-15, 1941, at 16 of the 346 stations, although each of the 16 reported having employed Redcaps at some time within the three-year period covered by the questionnaire.

Reports from an additional 37 stations were received too late to be included in the tabulations. Data for these stations will be included in a supplementary report which will be presented at the Washington hearings.

Certain of the tables contained in this report show a total of 3,742 Redcaps in the payroll period June 1-15, 1941, while others show a total of 3,704. This small difference results from the fact that a number of stations reported fewer Redcaps in answer to one part of the questionnaire (Question 15) than in their answers to another (Question 16). Where there was such a difference, the smaller figure apparently represented the number of regular Redcap positions established at the time, while the larger figure represented the total number of persons who had been employed at any time in the payroll period.

II. General Characteristics of the Stations and Redcaps

A. Geographic Distribution

The geographic distribution of the 346 reporting stations is shown in Table 1, in which the stations are classified by the regions in which they are located.

The regional grouping is that used by the Interstate Commerce Commission for statistical purposes[1], except that the Interstate Commerce Commission's western district has been divided into a mid-western and a far western region. The mid-western region as used in this report includes North Dakota, South Dakota, Nebraska, Colorado, New Mexico, and all of the Interstate Commerce Commission's western district east of these States. The far western region includes the remainder of the Interstate Commerce Commission's western district. For the purposes of this report each station is classified according to the region in which it is located, not according to the region in which its operating company is classified by the Interstate Commerce Commission. Chicago and Peoria, boundary cities between the eastern and other regions, are classified in the eastern region.

Table 1 shows that nearly half of the stations (45.4 percent) and nearly two-thirds of the Redcaps (64.2 percent) were located in the East. The next largest group (22.5 percent of the stations and 16.3 percent of the Redcaps) was in the Mid-West.

B. Size of Cities

Table 1 also shows the sizes of the cities in which the stations were located. The largest number of stations was found in cities of 25,000 to 100,000 population. Most of the Redcaps, however, were in cities of 500,000 and over.

A number of suburban stations located within the corporate limits of small towns immediately adjoining large cities, and drawing substantial amounts of their passenger traffic from these cities, were included in the size classes of the metropolitan cities rather than in the size classes of the towns in which they were located. Thus the station at Silver Spring, Maryland, which is close to the boundary line of Washington, D. C. and which is used by many passengers from the northwest part of Washington, was included in the 500,000-and-over class.

1/ The Interstate Commerce Commission definition is as follows: ". . . The eastern district comprises that portion of the United States bounded on the west by the northern and the western shore of Lake Michigan to Chicago, thence by a line to Peoria, thence to East St. Louis, thence down the Mississippi River to the mouth of the Ohio River, and on the south by the Ohio River from its mouth to Parkersburg, West Virginia, thence by a line to the southwestern corner of Maryland, thence by the Potomac River to its mouth. The southern district comprises that portion of the United States bounded on the north by the eastern district and on the west by the Mississippi River. The remainder of the United States, exclusive of Alaska and of the island possessions, is included in the western district."

C. Size of Stations

It is not always true that the size of a station (in terms of number of Redcaps employed) is directly related to the size of the city in which it is located: there were a number of small stations in the larger cities. This is shown in Table 2, which is a tabulation of the 330 stations employing Redcaps in the payroll period ending June 15, 1941, by size of the Redcap staff at each station and by size of the city in which the station was located. Of the 68 stations in cities of the largest size class, 500,000 population and over, there were 13 with only one Redcap, 15 with 2 or 3 Redcaps, and 19 with from 4 to 9 Redcaps.

A fuller tabulation by size of Redcap staff, showing the number of Redcaps employed in stations of different sizes, for the 330 stations employing Redcaps during the payroll period ending June 15, 1941, is presented in Table 3. Nearly one-third of the stations employed only one Redcap each, while only 16 had 50 or more Redcaps. These 16 stations, however, employed 1,390 Redcaps, or more than half the total number of Redcaps in all the 330 stations.

D. Classes of Redcaps

Redcaps have been classified by three major groups for the purposes of this report. The classifications were set forth in the questionnaire, and the allocations of individuals to specific groups were made by the companies themselves.

The first group consists of those who perform Redcap work primarily, although they may do some janitor work or other work around the station. Redcaps in this group are called "Regular Redcaps" for the purposes of this report. The use of the term "regular" does not imply that these Redcaps were employed full-time; an unknown number of part-time Redcaps was included in this group.

The second group consists of "Supervisory Redcaps", defined in the questionnaire as "head Redcaps, assistant head Redcaps, and other Redcaps whose principal duties are to assign and supervise the Redcap force." These are distinguished from the Regular Redcaps by the fact that their principal duties are supervisory, although many of them spend a large part of their time doing ordinary Redcap work.

The third classification applies to persons who are employed primarily for non-Redcap work, and who perform Redcap work incidentally to their regular duties. These employees are, for the purposes of this report, referred to as "Incidental Redcaps." Usually they perform janitor, porter, messenger, and other work around the stations. The term "incidental", of course, does not indicate that these workers perform part-time work.

Regular Redcaps are by far the greatest proportion of the total Redcap staff. This is shown in Table 4, which presents a distribution of Redcaps by classes and by size of the total Redcap staff at each station, for the four regions. Of the total of 3,742 Redcaps included in the tabulation, 3,386 were Regular Redcaps, 149 were Supervisory Redcaps, and 207

were Incidental Redcaps. The Supervisory Redcaps were concentrated in the larger stations, 82 of the total of 149 being employed at stations with 50 or more Redcaps. Incidental Redcaps, on the other hand, were concentrated in the smaller stations; only two were employed in stations of 50 or more Redcaps, and none in stations with from 20 to 49 Redcaps. This pattern is followed consistently in each of the four regions.

Table 1:--Stations and Total Redcap Employment During the Payroll Period Ending June 15, 1941, Classified by Size of City and by Region.

Size of City 1/	Total, United States			Regions							
				East		South		Mid-West		Far-West	
	No. of Stations	No. of Redcaps	Average No. of Redcaps per Station	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Totals	346	3742	10.8	157	2403	63	390	78	610	48	339
Less than 25,000	59	94	1.6	13	24	17	33	17	22	12	15
25,000 and less than 100,000	115	358	3.1	45	132	26	80	28	79	16	67
100,000 and less than 500,000	103	1243	12.1	41	388	20	277	26	396	16	182
500,000 and over	69	2047	29.7	58	1859			7	113	4	75

1/ Population, 1940 Census.

(9550)

Table 2: Number of Stations Employing Redcaps, by Size of City and Size of Redcap Staff in the Payroll Period Ending June 15, 1941.

Size of City 1/	Total	Size of Redcap Staff 2/					
		1	2-3	4-9	10-19	20-49	50 and over
Under 25,000	53	34	15	3	1	-	-
25,000 and less than 100,000	110	39	42	21	7	1	-
100,000 and less than 500,000	99	14	15	30	23	14	3
500,000 and over	68	13	15	19	3	5	13
Totals, all cities 2/	330	100	87	73	34	20	16

1/ Population, 1940 Census.

2/ There were 16 stations, not included in this table, which had no Redcaps employed in the payroll period ending June 15, 1941, although they did employ Redcaps at some time in the 4-year period covered by the questionnaire.

3/ Total number of Redcaps employed.

(9550)

Table 3.--Distribution of Stations and Total Redcap Employment During the Payroll Period Ending June 15, 1941, by Size of Total Redcap Staff, and by Region.

Size of Redcap Staff (Number of Redcaps)	Total, United States		Regions							
			East		South		Mid-West		Far West	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Total 1/	330	3742	149	2403	62	390	71	610	48	339
1	100	100	55	55	13	13	15	15	17	17
2 - 3	87	209	33	80	19	45	25	61	10	23
4 - 9	73	423	24	143	20	113	16	88	13	79
10 - 19	34	472	14	200	6	94	9	117	5	61
20 - 49	20	648	11	323	4	125	4	159	1	41
50 and Over	16	1890	12	1602	--	--	2	170	2	118

1/ There were 16 stations, not included in this table, which had no Redcaps employed in the payroll period ending June 15, 1941, although they did employ Redcaps at some time in the 4-year period covered by the questionnaire

(9550)

Table 4:—Employment, June 1-15, 1941, by Classes of Redcaps, Size of Total Redcap Staff at Each Station, and Regions.

Size of Redcap Staff 1/	Total, United States				Regions															
					East				South				Mid-West				Far West			
		Class				Class				Class				Class				Class		
	Total	Regular	Supervisory	Incidental	Total	Regular	Supervisory	Incidental	Total	Regular	Supervisory	Incidental	Total	Regular	Supervisory	Incidental	Total	Regular	Supervisory	Incidental
Total	3742	3386	149	207	2403	2189	109	105	390	336	11	43	610	568	17	25	339	293	12	34
1	100	59	-	41	55	29	-	26	13	7	-	6	15	11	-	4	17	12	-	5
2 - 3	209	159	-	50	80	57	-	23	45	36	-	9	61	51	-	10	23	15	-	8
4 - 9	423	346	10	67	143	124	5	14	113	84	2	27	88	78	2	8	79	60	1	18
10 - 19	472	396	29	47	200	146	14	40	94	89	4	1	117	107	7	3	61	54	4	3
20 - 49	648	620	28	-	323	304	19	-	125	120	5	-	159	157	2	-	41	39	2	-
50 and over	1890	1806	82	2	1602	1529	71	2	-	-	-	-	170	164	6	-	118	113	5	-

1/ Number of Redcaps

(9550)

III. Methods of Remuneration

Changes in the working conditions of Redcaps since October 24, 1938, are associated with changes in the manner in which they have been remunerated for their work. Because comparability of the data is affected by the method of remuneration employed, analysis of earnings of Redcaps and costs of the Redcap service in later parts of the report are based on distinctions between the various methods of remuneration. The introduction and prevalence of different methods of remuneration will be summarized in this section.

Seven methods of remuneration were used in classifying the Redcaps:

1. Tips only: refers to remuneration by passenger tips only. No salaries are paid, and the minimum wage is not guaranteed.

2. Tips only, Accounting and Guarantee: refers to remuneration by passenger tips, with tips reported to the company and the minimum wage guaranteed to the Redcaps by the company if tips do not at least equal the minimum provided under the Fair Labor Standards Act.

3. Salary less than minimum: refers to remuneration consisting of a salary or wage amounting to less than the minimum wage, without Accounting and Guarantee or Check-and-Charge systems. Earnings from salary less than the minimum may be supplemented by tips.

4. Salary less than minimum, Accounting and Guarantee: refers to remuneration consisting of a salary less than the minimum, supplemented by tips. Tips are reported to the company and the minimum wage is guaranteed if the combination of salary and reported tips is not sufficient to equal the minimum.

5. Salary, minimum or higher: refers to remuneration consisting of a salary which is at least the minimum rate, without Accounting and Guarantee or Check-and-Charge systems. This salary may be supplemented by tips.

6. Salary, Check-and-Charge, with bonus provisions: refers to remuneration under which the Redcaps are placed upon a salary basis of at least the minimum and also receive bonuses varying according to the revenues of the 10-cents-a-bag system. Salary may be supplemented by tips.

7. Salary, Check-and-Charge, no bonus provisions: refers to remuneration under which the Redcaps are placed upon a flat salary basis of at least the minimum. Salary may be supplemented by tips.

The Redcaps are classified by prevailing method of remuneration for each class of Redcap at each station. The method of remuneration was usually the same for all Redcaps in each class at any station, but there were a few instances in which a minority of the Redcaps at a station on one method of remuneration had to be classified for tabulation purposes with a majority on another method. These inaccuracies tend to cancel each other out.

For convenience of presentation, the textual discussion in this report cites all the Redcaps working at a station which had a certain prevailing method of remuneration as Redcaps working under that method of remuneration. Thus Redcaps working at stations at which tipping is the prevailing method of remuneration are referred to as "Redcaps working on a tipping basis."

Data on methods of remuneration in use at various times are summarized in Tables 5 to 15. Tables 5 to 11 show the number of Redcaps working under each of the seven methods of remuneration in five selected payroll periods from June 1938 until June 1941. Tables 12 to 15 show the dates of introduction of methods of remuneration for each station which used any of these methods at any time during the survey period. Of course, not all of the Redcaps at the stations worked under the methods of remuneration to which the stations have been assigned in this group of tables.

Prior to the Fair Labor Standards Act more than three-quarters of the Regular Redcaps received no pay from the stations at which they worked; their only remuneration was passengers' tips. (Table 5). The remaining Regular Redcaps received salaries from the stations. Most of the Incidental Redcaps and Supervisory Redcaps, on the other hand, were employed on a salaried basis in June 1938. Only 9.5 percent of the former and 5 percent of the latter were dependent on tips alone in that period. (Tables 10 and 11).

Immediately following the effective date of the Fair Labor Standards Act most of the stations which had employed Redcaps on a tipping basis, and others which had employed Redcaps at salaries of less than 25 cents an hour, introduced the Accounting and Guarantee system. There were 180 stations which introduced the Accounting and Guarantee system in the week of October 24 to 31, 1938. (Tables 12 and 13). Another 10 stations introduced the system during the month of November 1938. There were 26 stations which introduced the Accounting and Guarantee system later than November 1938. Some of these 26 reported that they had no Redcaps employed when the Fair Labor Standards Act went into effect, and that they had introduced the Accounting and Guarantee system when Redcaps were hired at later dates. Others of the 26, paying wages between 25

and 30 cents an hours, did not introduce this system until October 24, 1939, when the 30-cent minimum went into effect. Still others of this group did not introduce the system until several months or even a year after the effective date of the Act, even though their Redcaps were in the meantime employed on a tipping basis.

The stations which delayed introduction of an Accounting and Guarantee system were principally the smaller ones. All of the stations which had 10 or more Redcaps in June 1941 and which used an Accounting and Guarantee system at some time during the survey period put this system into effect within the first week after October 24, 1938.

The use of an Accounting and Guarantee system was least prevalent in the Far West, where only 10 of the 48 stations used the system. On the other hand, 114 of the 157 stations in the East, 41 of the 63 in the South, and 51 of the 78 stations in the Mid-West used the Accounting and Guarantee system during the period covered by the survey.

The above summarization of the history of the introduction of the Accounting and Guarantee system does not give a picture of the number of Redcaps working under the system at different times. This is shown in Tables 5 to 11.

Practically all of the Regular Redcaps who had been on tips alone or who worked at stations where the prevailing method of remuneration was a salary of less than 25 cents an hour previous to the effective date of the Act were put on an Accounting and Guarantee basis by November 1, 1938. (Table 5). The number who were on a salary of the minimum or higher increased slightly. There were still a few Redcaps, nearly all of them at the very smallest stations, who were on a tipping basis with no guarantee of the minimum. Virtually the same situation prevailed in the period June 1-15, 1939. There was a slight increase in the number and proportion of those on a salary basis and those under the Accountingand Guarantee system with a salary of less than the minimum and a corresponding small decrease in the proportion of those who received tips only under the Accounting and Guarantee system.

The Check-and-Charge system, under which Redcaps were placed on a salary and the public was charged a fixed fee for their services by the railroads or station companies, was first put into effect on February 1, 1940, at the Cincinnati Union Terminal. No other station introduced the plan until two months later, in the month of April 1940, the Check-and-Charge plan was introduced at 29 stations, in May and June at 99, and in the period July 1 to September 30, 1940, at another 46 stations. (Tables 14 and 15). By September 30, 1940, a Check-and-Charge system had been introduced at 175 of the 194 stations which used the system during the period of the survey. Only two small stations of the total of 48 in the Far West used the Check-and-Charge system, but 48 of 78 in the Mid-West, 37 of 63 in the South, and 107 of 157 stations in the East used this system during the period of the survey.

Two principal kinds of Check-and-Charge system were in effect, one placing Redcaps on a straight salary and the other giving them a salary, plus a bonus varying according to the revenues of the charge system. A total of 64.5 percent of the Regular Redcaps were under Check-and-Charge systems in June 1940, with 40 percent on a straight salary basis and 24.5 percent under bonus systems. (Table 5). One type of bonus system provided for a bonus if the income from receipts for service for service exceeded the total of Redcaps' payroll and certain expenses of administering the system. Under another form of bonus system the Redcaps received 8⅓ or 9 cents for each 10-cent tag sold and were guaranteed the minimum. The stations retained 1 or 1⅔ cents to cover administrative costs.

Most of the Regular Redcaps who were placed under a Check-and-Charge system had been under Accounting and Guarantee plans previously. The shift away from Accounting and Guarantee was virtually completed by the payroll period June 1-15, 1941, when only one-tenth of one percent of the Regular Redcaps remained on tips under an Accounting and Guarantee plan, and only 1.2 percent remained on a salary of less than the minimum wage under Accounting and Guarantee. The proportion who were under the Check-and-Charge system increased to 83.4 percent. There was also a substantial increase in the proportion on a straight salary basis; in June, 1941, this proportion was 14.2 percent compared to 10.3 percent in June 1940. There were still 36 Regular Redcaps working for tips alone in June 1941.

The changes in the eastern, southern, and mid-western regions approximated those in the United States as a whole, except that, in the June 1941 period, there were very few men in the East or the south on a straight salary basis.(Tables 6, 7, and 8). In the Far West, however, the picture was somewhat different. In June 1938, 95.3 percent of the Redcaps in this region were on a salary of 25 cents an hour or more, the others being either on tips only or on a salary of less than 25 cents an hour. (Table 9). The latter two groups went through the Accounting and Guarantee phase in the same fashion as the stations in the other regions, and two of the stations introduced the Check-and-Charge system for a time in 1940, but by June 1, 1941, all of the employees were on a non-check-and-charge salary basis, receiving 36 cents an hour or more. 1/

In June, 1938, 54 percent of the Supervisory Redcaps were on a salary of 25 cents an hour or more, 41 percent were on a salary of less than 25 cents, and only 5 percent received tips alone. (Table 10). Almost all of those in these latter two groups were put on an Accounting and Guarantee basis in November, 1938, when the Fair Labor Standards Act

---

1/ A description of the employment conditions in the Far West is contained in another report, Wages, Hours, and Working Conditions of Redcaps in Western Railway Terminals, which will be offered for the record at the Washington hearings.

went into effect. Their status continued unchanged through June, 1939, but by June, 1940, many of the Supervisory Redcaps were put under the Check-and-Charge system, along with other Redcaps at their stations. By June, 1941, 57 percent of the Supervisory Redcaps were on a Check-and-Charge basis, while 43 percent were on a salary basis receiving 36 cents an hour or more. Thus the number on a salaried basis increased from 1938 to 1941, but since there was an increase in employment of Supervisory Redcaps at check-and-charge stations, the proportion of the total on a salary without Check-and-Charge actually decreased.

Data for Incidental Redcaps were tabulated from the reports of 107 stations which had 211 Incidental Redcaps in June 1938, and 207 in June 1941. (Table 11). In June 1938, 74.9 percent of the Incidental Redcaps were employed at stations where the prevailing salary was 25 cents or more an hour, 15.6 percent were at stations where the prevailing salary was less than 25 cents, and 9.5 percent were on tips only. Some of the men in the latter two groups were put on a straight salary immediately after the effective date of the Fair Labor Standards Act and more were put on a straight salary of the minimum or higher by June 1939. The others were put on Accounting and Guarantee plans. When the Check-and-Charge system was introduced in 1940, 10.2 percent of the total number of Incidental Redcaps were in stations which shifted to this system. In June 1941, 82.1 percent were on a straight salary and 17.4 percent were employed in Check-and-Charge stations.

Table 5.--Distribution of Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938-1941. 1/

Prevailing method of remuneration	Payroll Periods											
	June 1-15, 1938			Nov. 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of Stations	Redcaps		Number of Stations	Redcaps		Number of Stations	Redcaps		Number of Stations	Redcaps		Number of Stations	Redcaps	
		Number	Percent of Total		Number	Percent of Total		Number	Percent of Total		Number	Percent of Total		Number	Percent of Total
Totals	280	3660	100.0	280	3461	100.0	280	3519	100.0	280	3492	100.0	280	3381	100.0
Tips only	131	2829	77.3	23	65	1.9	12	37	1.1	11	34	1.0	11	36	1.1
Tips only, Accounting and Guarantee	—	—	—	111	2608	75.3	130	2647	75.1	65	708	20.3	3	4	0.1
Salary less than minimum 2/	77	497	13.6	8	30	0.9	6	17	0.5	3	4	0.1	—	—	—
Salary less than minimum, Accounting and Guarantee	—	—	—	65	413	11.9	69	449	12.8	30	132	3.8	11	41	1.2
Salary, minimum or higher 3/	40	334	9.1	41	345	10.0	43	369	10.5	41	358	10.3	78	480	14.2
Salary, Check-and-Charge, with bonus provisions	—	—	—	—	—	—	—	—	—	25	855	24.5	38	1258	37.2
Salary, Check-and-Charge, no bonus provisions	—	—	—	—	—	—	—	—	—	88	1402	40.0	122	1562	46.2
No employment in this period	32	—	—	32	—	—	20	—	—	17	—	—	17	—	—

1/ This table does not include 5 Redcaps employed since May 1, 1940 at 2 Eastern stations for which there were no data in prior periods.

2/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

3/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a Check-and-Charge system.

Table 6.--Distribution of Eastern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938-1941. 1/

Prevailing Method of Remuneration	Payroll Periods														
	June 1-15, 1938			Nov. 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total
Totals	116	2465	100.0	116	2295	100.0	116	2305	100.0	116	2315	100.0	116	2184	100.0
Tips only	43	2031	82.4	3	6	0.3	—	—	—	—	—	—	—	—	—
Tips only, Accounting and Guarantee	—	—	—	42	1896	82.6	48	1901	82.5	6	243	10.5	2	2	0.1
Salary less than minimum 2/	56	425	17.2	5	21	0.9	3	4	0.2	2	2	0.1	—	—	—
Salary less than minimum Accounting and Guarantee	—	—	—	50	365	15.9	53	393	17.0	13	67	2.9	8	35	1.6
Salary, minimum or higher 3/	6	9	0.4	6	7	0.3	6	7	0.3	4	5	0.2	5	13	0.6
Salary, Check-and-Charge, with bonus provisions	—	—	—	—	—	—	—	—	—	15	733	31.7	18	940	43.0
Salary, Check-and-Charge, no bonus provisions	—	—	—	—	—	—	—	—	—	68	1265	54.6	76	1194	54.7
No employees in this period	11	—	—	10	—	—	6	—	—	8	—	—	7	—	—

1/ This table does not include 5 Redcaps employed since May 1, 1940 at 2 stations for which there were no data in prior periods.

2/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

3/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a Check-and-Charge system.

(9550)

Table 7 — Distribution of Southern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938 - 1941.

Prevailing method of remuneration	Payroll Periods														
	June 1-15, 1938			November 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total
Totals	50	342	100.0	50	350	100.0	50	346	100.0	50	325	100.0	50	336	100.0
Tips only	41	310	90.6	17	54	15.4	11	34	9.8	11	34	10.5	11	36	10.7
Tips only, Accounting and Guarantee	-	-	-	26	274	78.3	33	289	83.5	14	151	46.4	-	-	-
Salary less than minimum 1/	5	18	5.3	-	-	-	-	-	-	-	-	-	-	-	-
Salary less than minimum, Accounting and Guarantee	-	-	-	4	10	2.9	4	11	3.2	4	12	3.7	2	5	1.5
Salary, minimum or higher 2/	2	14	4.1	1	12	3.4	1	12	3.5	2	13	4.0	4	17	5.1
Salary, Check and charge, with bonus provisions	-	-	-	-	-	-	-	-	-	-	-	-	3	44	13.1
Salary, Check and charge, no bonus provisions	-	-	-	-	-	-	-	-	-	18	115	35.4	30	234	69.6
No employees in this period	2	-	-	2	-	-	1	-	-	1	-	-	-	-	-

1/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

2/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a check-and-charge system.

(9550)

Table 6.—Distribution of Eastern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938-1941. 1/

Prevailing Method of Remuneration	Payroll Periods														
	June 1-15, 1938			Nov. 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total
Totals	116	2465	100.0	116	2295	100.0	116	2305	100.0	116	2315	100.0	116	2184	100.0
Tips only	43	2031	82.4	3	6	0.3	—	—	—	—	—	—	—	—	—
Tips only, Accounting and Guarantee	—	—	—	42	1896	82.6	48	1901	82.5	6	243	10.5	2	2	0.1
Salary less than minimum 2/	56	425	17.2	5	21	0.9	3	4	0.2	2	2	0.1	—	—	—
Salary less than minimum Accounting and Guarantee	—	—	—	50	365	15.9	53	393	17.0	13	67	2.9	8	35	1.6
Salary, minimum or higher 3/	6	9	0.4	6	7	0.3	6	7	0.3	4	5	0.2	5	13	0.6
Salary, Check-and-Charge, with bonus provisions	—	—	—	—	—	—	—	—	—	15	733	31.7	18	940	43.0
Salary, Check-and-Charge, no bonus provisions	—	—	—	—	—	—	—	—	—	68	1265	54.6	76	1194	54.7
No employees in this period	11	—	—	10	—	—	6	—	—	8	—	—	7	—	—

1/ This table does not include 5 Redcaps employed since May 1, 1940 at 2 stations for which there were no data in prior periods.

2/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

3/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a Check-and-Charge system.

(0556)

- 16 -

INTENTIONAL SECOND EXPOSURE

Table 7 — Distribution of Southern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938 - 1941.

Prevailing method of remuneration	Payroll Periods														
	June 1-15, 1938			November 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total
Totals	50	342	100.0	50	350	100.0	50	346	100.0	50	325	100.0	50	336	100.0
Tips only	41	310	90.6	17	54	15.4	11	34	9.8	11	34	10.5	11	36	10.7
Tips only, Accounting and Guarantee	-	-	-	26	274	78.3	33	289	83.5	14	151	46.4	-	-	-
Salary less than minimum 1/	5	18	5.3	-	-	-	-	-	-	-	-	-	-	-	-
Salary less than minimum, Accounting and Guarantee	-	-	-	4	10	2.9	4	11	3.2	4	12	3.7	2	5	1.5
Salary, minimum or higher 2/	2	14	4.1	1	12	3.4	1	12	3.5	2	13	4.0	4	17	5.1
Salary, Check and charge, with bonus provisions	-	-	-	-	-	-	-	-	-	-	-	-	3	44	13.1
Salary, Check and charge, no bonus provisions	-	-	-	-	-	-	-	-	-	18	115	35.4	30	234	69.6
No employees in this period	2	-	-	2	-	-	1	-	-	1	-	-	-	-	-

1/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

2/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a check-and-charge system.

(0556)

- 17 -

Table 6.—Distribution of Eastern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938-1941. 1/

Prevailing Method of Remuneration	Payroll Periods														
	June 1-15, 1938			Nov. 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total	Number of Stations	Redcaps Number	Redcaps Percent of Total
Totals	116	2465	100.0	116	2295	100.0	116	2305	100.0	116	2315	100.0	116	2184	100.0
Tips only	43	2031	82.4	3	6	0.3	—	—	—	—	—	—	—	—	—
Tips only, Accounting and Guarantee	—	—	—	42	1896	82.6	48	1901	82.5	6	243	10.5	2	2	0.1
Salary less than minimum 2/	56	425	17.2	5	21	0.9	3	4	0.2	2	2	0.1	—	—	—
Salary less than minimum Accounting and Guarantee	—	—	—	50	365	15.9	53	393	17.0	13	67	2.9	8	35	1.6
Salary, minimum or higher 3/	6	9	0.4	6	7	0.3	6	7	0.3	4	5	0.2	5	13	0.6
Salary, Check-and-Charge, with bonus provisions	—	—	—	—	—	—	—	—	—	15	733	31.7	18	940	43.0
Salary, Check-and-Charge, no bonus provisions	—	—	—	—	—	—	—	—	—	68	1265	54.6	76	1194	54.7
No employees in this period	11	—	—	10	—	—	6	—	—	8	—	—	7	—	—

1/ This table does not include 5 Redcaps employed since May 1, 1940 at 2 stations for which there were no data in prior periods.

2/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

3/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a Check-and-Charge system.

(0556)

INTENTIONAL SECOND EXPOSURE

Table 7 — Distribution of Southern Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Selected Payroll Periods, 1938 - 1941.

Prevailing method of remuneration	Payroll Periods														
	June 1-15, 1938			November 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total	Number of stations	Redcaps Number	Redcaps Percent of total
Totals	50	342	100.0	50	350	100.0	50	346	100.0	50	325	100.0	50	336	100.0
Tips only	41	310	90.6	17	54	15.4	11	34	9.8	11	34	10.5	11	36	10.7
Tips only, Accounting and Guarantee	-	-	-	26	274	78.3	33	289	83.5	14	151	46.4	-	-	-
Salary less than minimum 1/	5	18	5.3	-	-	-	-	-	-	-	-	-	-	-	-
Salary less than minimum, Accounting and Guarantee	-	-	-	4	10	2.9	4	11	3.2	4	12	3.7	2	5	1.5
Salary, minimum or higher 2/	2	14	4.1	1	12	3.4	1	12	3.5	2	13	4.0	4	17	5.1
Salary, Check and charge, with bonus provisions	-	-	-	-	-	-	-	-	-	-	-	-	3	44	13.1
Salary, Check and charge, no bonus provisions	-	-	-	-	-	-	-	-	-	18	115	35.4	30	234	69.6
No employees in this period	2	-	-	2	-	-	1	-	-	1	-	-	-	-	-

1/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

2/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a check-and-charge system.

(9550)

Table 8 — Distribution of Mid-Western Stations and Regular Redcaps, by Prevailing Method of Remuneration in Each of 5 Payroll Periods, 1938 - 1941.

Prevailing Method of remuneration	Payroll Periods														
	June 1-15, 1938			November 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of stations	Redcaps		Number of stations	Redcaps		Number of stations	Redcaps		Number of stations	Redcaps		Number of stations	Redcaps	
		Number	Percent of total		Number	Percent of total		Number	Percent of total		Number	Percent of total		Number	Percent of total
Totals	74	617	100.0	74	571	100.0	74	591	100.0	74	576	100.0	74	568	100.0
Tips only	46	485	78.6	3	5	0.9	1	3	0.5	-	-	-	-	-	-
Tips only, Accounting and Guarantee	-	-	-	41	434	75.9	48	454	76.8	43	309	53.7	1	2	0.4
Salary less than minimum 1/	14	46	7.5	1	2	0.4	1	2	0.3	1	2	0.3	-	-	-
Salary less than minimum, Accounting and Guarantee	-	-	-	11	38	6.7	11	40	6.8	6	24	4.2	1	1	0.2
Salary, minimum or higher 2/	6	86	13.9	8	92	16.1	8	92	15.6	9	97	16.8	30	157	27.6
Salary, Check-and-Charge, with bonus provisions	-	-	-	-	-	-	-	-	-	10	122	21.2	17	274	48.2
Salary, Check-and-Charge, no bonus provisions	-	-	-	-	-	-	-	-	-	2	22	3.8	16	134	23.6
No employees in this period	8	-	-	10	-	-	5	-	-	3	-	-	9	-	-

1/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

2/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a Check-and-Charge system.

(9550)

Table 9 — Distribution of Far Western Stations and Regular Redcaps, by Prevailing Method of Remuneration, in Each of 5 Selected Payroll Periods, 1938 - 1941.

Prevailing method of remuneration	Payroll Periods														
	June 1-15, 1938			November 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of stations	Redcaps		Number of stations	Redcaps		Number of stations	Redcaps		Number of stations	Redcaps		Number of stations	Redcaps	
		Number	Percent of total		Number	Percent of total		Number	Percent of total		Number	Percent of total		Number	Percent of total
Totals	40	236	100.0	40	245	100.0	40	277	100.0	40	276	100.0	40	293	100.0
Tips only	1	3	1.3	-	-	-	-	-	-	-	-	-	-	-	-
Tips only, Accounting and Guarantee	-	-	-	2	4	1.6	1	3	1.1	2	5	1.8	-	-	-
Salary less than minimum 1/	2	8	3.4	2	7	2.9	2	11	4.0	-	-	-	-	-	-
Salary less than minimum, Accounting and Guarantee	-	-	-	-	-	-	1	5	1.8	7	29	10.5	-	-	-
Salary, minimum or higher 2/	26	225	95.3	26	234	95.5	28	253	93.1	26	242	87.7	39	293	100.0
Salary, Check-and-Charge, with bonus provisions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary, Check-and-Charge, no bonus provisions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No employees in this period	11	-	-	10	-	-	8	-	-	5	-	-	1	-	-

1/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

2/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a Check-and-Charge system.

(9550)

Table 10.--Distribution of Stations and Supervisory Redcaps, by Prevailing Method of Remuneration, in Each of 5 Selected Payroll Periods, 1938-1941.

Prevailing Method of Remuneration	Payroll Periods														
	June 1-15, 1938			Nov. 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of Stations	Redcaps		Number of Stations	Redcaps		Number of Stations	Redcaps		Number of Stations	Redcaps		Number of Stations	Redcaps	
		Number	Percent of Total		Number	Percent of Total		Number	Percent of Total		Number	Percent of Total		Number	Percent of Total
Totals	61	100	100.0	61	103	100.0	61	106	100.0	61	148	100.0	61	149	100.0
Tips only	5	5	5.0	-	-	-	-	-	-	-	-	-	-	-	-
Tips only, Accounting and Guarantee	-	-	-	5	6	5.8	5	6	5.7	3	4	2.7	-	-	-
Salary less than minimum 1/	12	41	41.0	2	2	1.9	1	1	0.9	-	-	-	-	-	-
Salary less than minimum, Accounting and Guarantee	-	-	-	9	29	28.2	10	31	29.2	4	15	10.1	-	-	-
Salary, minimum or higher 2/	27	54	54.0	30	66	64.1	30	68	64.2	27	62	41.9	28	64	43.0
Salary, Check-and-Charge, with bonus provisions	-	-	-	-	-	-	-	-	-	5	22	14.9	7	31	20.8
Salary, Check-and-Charge, no bonus provisions	-	-	-	-	-	-	-	-	-	20	45	30.4	25	54	36.2
No employees in this period	17	-	-	15	-	-	15	-	-	2	-	-	1	-	-

1/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

2/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using a Check-and-Charge system.

(9550)

Table 11 — Distribution of Stations and Incidental Redcaps, by Prevailing Method of Remuneration, in 5 Selected Payroll Periods, 1938 - 1941.

Prevailing method of remuneration	Payroll Periods														
	June 1-15, 1938			November 1-15, 1938			June 1-15, 1939			June 1-15, 1940			June 1-15, 1941		
	Number of stations	Employees		Number of stations	Employees		Number of stations	Employees		Number of stations	Employees		Number of stations	Employees	
		Number	Percent of total		Number	Percent of total		Number	Percent of total		Number	Percent of total		Number	Percent of total
Totals	107	211	100.0	107	209	100.0	107	206	100.0	107	205	100.0	107	207	100.0
Tips only	6	20	9.5	-	-	-	-	-	-	-	-	-	-	-	-
Tips only, Accounting and Guarantee	-	-	-	4	8	3.8	4	8	3.9	2	4	2.0	-	-	-
Salary less than minimum 1/	14	33	15.6	1	1	0.5	1	1	0.5	-	-	-	-	-	-
Salary less than minimum, Accounting and Guarantee	-	-	-	13	34	16.3	11	26	12.6	3	5	2.4	1	1	0.5
Salary, minimum or higher 2/	69	158	74.9	72	166	79.4	75	171	83.0	75	175	85.4	77	170	82.1
Salary, Check-and-Charge, with bonus provisions	-	-	-	-	-	-	-	-	-	5	7	3.4	6	10	4.8
Salary, Check-and-Charge, no bonus provisions	-	-	-	-	-	-	-	-	-	7	14	6.8	14	26	12.6
No employees in this period	18	-	-	17	-	-	16	-	-	15	-	-	9	-	-

1/ Includes Redcaps receiving a salary of less than 25 cents an hour in June 1-15, 1938.

2/ Includes Redcaps receiving a salary of 25 cents an hour or more in June 1-15, 1938. Does not include stations using Check-and-Charge system.

(9550)

Table 12—Date of Introduction of the Accounting and Guarantee System: Number of Stations, by Regions.

Date of Introduction	Total, United States	Region			
		East	South	Mid-West	Far West
		Number of Stations			
October 24 - October 31, 1938	180	108	35	37	
November 1 - November 30, 1938	10	1		6	3
December 1 - December 31, 1938	4	2	1	1	
January 1 - March 31, 1939	5	1		3	1
April 1 - June 30, 1939	8	1	5	2	
July 1 - September 30, 1939	2			1	1
October 1 - December 31, 1939	6	1		1	4
After December 31, 1939	1				1
Total Stations Using Accounting and Guarantee System	216	114	41	51	10

Table 13.—Date of Introduction of the Accounting and Guarantee System: Number of Stations, by Size of Redcap Staff.

Date of Introduction	Totals	Size of Redcap Staff 1/				
		None 2/	1 to 3	4 to 9	10 to 49	50 and over
	Number of Stations					
Before October 24, 1938	—	—	—	—	—	—
October 24 - October 31, 1938	180	8	80	36	42	14
November 1 - November 30, 1938	10	4	3	3	—	—
December 1 - December 31, 1938	4	1	3	—	—	—
January 1 - March 31, 1939	5	—	3	2	—	—
April 1 - June 30, 1939	8	—	8	—	—	—
July 1 - September 30, 1939	2	1	—	1	—	—
October 1 - December 31, 1939	6	—	5	1	—	—
After December 31, 1939	1	—	—	1	—	—
Total Stations Using Accounting and Guarantee System	216	14	102	44	42	14

1/ Total number of Redcaps employed in the payroll period ending June 15, 1941.

2/ This group includes stations at which Redcaps had been employed at some time since October 24, 1938, but which had no redcaps in the payroll period ending June 15, 1941.

Table 14.--Date of Introduction of the Check-and-Charge System: Number of Stations, by Regions.

Date of Introduction	Total United States	Region			
		East	South	Mid-West	Far West
		Number of Stations			
February 1 - February 29, 1940	1	1	-	-	-
March 1 - March 31, 1940	-	-	-	-	-
April 1 - April 30, 1940	29	27	1	1	-
May 1 - June 30, 1940	99	65	19	15	-
July 1 - September 30, 1940	46	12	7	25	2
October 1 - December 31, 1940	10	-	9	1	-
January 1 - January 31, 1941	1	-	-	1	-
February 1 - February 28, 1941	2	-	-	2	-
After February 28, 1941	6	2	1	3	-
Total Stations Using Check-and-Charge System	194	107	37	48	2

(9550)

Table 15.—Date of Introduction of the Check-and-Charge System: Number of Stations, by Size of Redcap Staff.

Date of Introduction	Totals	Size of Redcap Staff 1/				
		None 2/	1 to 3	4 to 9	10 to 49	50 and over
		Number of Stations				
February 1 - February 29, 1940	1	—	—	—	—	1
March 1 - March 31, 1940	—	—	—	—	—	—
April 1 - April 30, 1940	29	—	11	9	5	4
May 1 - June 30, 1940	99	4	40	29	19	7
July 1 - September 30, 1940	46	—	27	8	9	2
October 1 - December 31, 1940	10	—	2	3	5	—
January 1 - January 31, 1941	1	—	1	—	—	—
February 1 - February 28, 1941	2	—	2	—	—	—
After February 28, 1941	6	—	5	1	—	—
Total Stations Using Check-and-Charge System	194	4	88	50	38	14

1/ Total number of Redcaps employed in the payroll period ending June 15, 1941.

2/ This group includes stations at which redcaps had been employed at some time since October 24, 1938, but which had no redcaps in the payroll period ending June 15, 1941.

(9550)

IV. Employment

A. Changes in Volume of Employment

As may be seen from Table 16, Redcap employment decreased from 3,971 in June, 1938 to 3,737 in June 1941, a decline of 5.9 percent. There was a slightly larger decrease of 7.6 percent in the number of Regular Redcaps, but this was partly offset by a 49 percent increase in the number of Supervisory Redcaps. There was virtually no change in the employment of Incidental Redcaps.

The changes in employment at individual stations are more clearly shown in Tables 17 and 18, which present distributions of percentage changes in employment at each of the 346 stations for the three classes of Redcaps. Table 17 shows that there were no changes in employment of Regular Redcaps at 101 stations. Decreases took place at 83 stations which had a total of 2,172 Redcaps in July 1941, while 94 stations with 887 Regular Redcaps increased their regular redcap employment over the three-year period. There were 30 stations which had no Regular Redcaps employed in June 1938 but did have Regular Redcaps working in June 1941, and 13 stations with Regular Redcaps in 1938 and none in 1941. When the data in Table 17 are examined by regions, we find that the largest decreases took place in the East, while in the Far West most of the stations increased their employment.

Table 18 gives the same type of information for Supervisory Redcaps and Incidental Redcaps.

Changes in employment by changes in methods of remuneration are shown in Tables 29, 30, and 31 which are included in Section VI. Briefly summarized, Table 29, covering Regular Redcaps, shows a 13.5 percent decrease in employment from June 1938 to June 1941 at stations changing from a salary of less than 25 cents an hour to Check-and-Charge, practically no change at stations which paid salaries of less than 25 cents an hour in 1938 and adjusted to the Act by increasing their salaries to the legal minimum without using a charge system, and a 15.5 percent increase at stations which were paying salaries of over 25 cents an hour before the Act and continued to pay their Redcaps at least the minimum wage without introducing a charge system.

B. Technological Changes in Working Methods.

The questionnaire asked whether operating or technological changes had been made in the furnishing of Redcap service since October 24, 1938. Although many of the stations reported that hand trucks or power trucks had been in use before that date, only 16 stations reported the introduction of such technological improvements in the last three years. (Table 19). These 16 stations had a total Redcap employment in June 1941 of 1,067, or 34.7 percent of the total number of Redcaps reported by all stations covered. The stations' reports on the effects of these changes on employment were generally negative and inconclusive. Tabulation of their Redcap employment in June 1-15, 1938, and June 1-15, 1941, shows a decline of 11 percent, as compared with the 5.9 percent decline at all stations.

Table 16: Number of Redcaps Employed in 5 Selected Payroll Periods, by Classes. 1/

Payroll Periods	Total	Classes		
		Regular Redcaps	Supervisory Redcaps	Incidental Redcaps
June 1-15, 1938	3,971	3,660	100	211
November 1-15, 1938	3,773	3,461	103	209
June 1-15, 1939	3,831	3,519	106	206
June 1-15, 1940	3,845	3,492	148	205
June 1-15, 1941	3,737	3,381	149	207

1/ This table does not include 5 Redcaps employed since May 1, 1940 at 2 Eastern stations, for which there were no data on prior periods.

Table 17 --Distribution of Stations and Regular Redcaps 1/, by Percent Changes in Employment of Regular Redcaps from June 1-15, 1938 to June 1-15, 1941, by Regions

Class intervals of changes in employment	Totals, United States		Regions							
			East		South		Mid-West		Far West	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Totals	346	3386	157	2189	63	336	78	568	48	293
Decrease in employment, total	83	2172	47	1725	13	158	22	281	1	8
Redcaps employed in 1938 but not in 1941	13	0	5	0			8	0		
Decrease of:										
75 percent or more	1	1	1	1						
50 and less than 75 percent	11	29	6	15	1	2	4	12		
40 and less than 50 percent	7	64	4	29	3	35				
30 and less than 40 percent	9	87	4	61	2	4	3	22		
20 and less than 30 percent	17	474	12	339	3	53	2	82		
10 and less than 20 percent	17	858	9	649	3	47	4	154	1	8
less than 10 percent	8	659	6	631	1	17	1	11		
No change in employment	101	327	35	121	24	79	27	93	15	34
Increase in employment, total	94	887	35	343	13	99	24	194	22	251
Increase of:										
less than 10 percent	3	190	2	132					1	58
10 and less than 25 percent	17	322	5	101	2	32	6	108	4	81
25 and less than 50 percent	14	159	6	39	1	4	3	54	4	62
50 and less than 100 percent	9	47	4	21	1	3	2	6	2	17
100 percent or more	21	122	6	31	7	57	6	17	2	17
Redcaps employed in 1941 but not in 1938	30	47	12	19	2	3	7	9	9	16
No Regular Redcaps employed at this station	68	-	40	-	13	-	5	-	10	-

1/ Employment as of June 1-15, 1941.

(9550)

Table 18.-- Distribution of Stations and Redcaps, 1/ by Percent Changes in Employment of Supervisory Redcaps and of Incidental Redcaps from June 1-15, 1938 to June 1-15, 1941, by Regions

Class intervals of changes in employment	Supervisory Redcaps		Incidental Redcaps	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Totals	61	149	107	207
Decrease in employment, total	4	25	15	37
Redcaps employed in 1938 but not in 1941	1	0	9	0
Decrease of:				
75 percent or more	-	-	-	-
50 and less than 75 percent	-	-	2	3
40 and less than 50 percent	1	2	-	-
30 and less than 40 percent	-	-	1	7
20 and less than 30 percent	-	-	1	4
10 and less than 20 percent	1	9	2	23
Less than 10 percent	1	14	-	--
No change in employment	29	50	72	133
Increase in employment, total	28	74	20	37
Increase of:				
Less than 10 percent	--	--	--	--
10 and less than 25 percent	--	--	1	7
25 and less than 50 percent	1	4	-	-
50 and less than 100 percent	1	3	-	-
100 percent or more	9	36	4	8
Redcaps employed in 1941 but not in 1938	17	31	15	22

1/ Employment as of June 1-15, 1941

(9550)

Table 19. Introduction of Technological Changes in the Redcap Service Since October 24, 1938: Number of Stations and Total Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions.

Regions	Total		Technological Changes Introduced		No Technological Changes Introduced	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Total, United States	346	3704	16	1067	330	2637
East	157	2394	7	867	150	1527
South	63	382	4	33	59	349
Mid-West	78	593	5	167	73	426
Far West	48	335	-	-	48	335

V. Hours of Work

A. Changes in Hours

The phrase "hours worked", as used in this report, refers to hours of actual work reported, and not to entire "spreads" of hours from the beginning to the end of work. Such "spreads", which include shift splits, would of course be longer than working hours.

Complete information on hours worked prior to the Fair Labor Standards Act is not available from the reports of many stations which kept no records of the time worked by Redcaps. This is particularly true in the case of Regular Redcaps. Information is available on hours worked in the period following the introduction of the Fair Labor Standards Act, and comparisons may be made between hours worked in June 1939 and June 1941 for nearly all of the Redcaps employed.

The data in Table 20, on hours worked by Regular Redcaps in 1939 and 1941, show very little change between the two periods. In the earlier period 63.2 percent of these Redcaps worked between 80 and 99 hours in the 15 days (between 37-1/3 and 46-2/3 hours per week 1/); in the latter period 66.8 percent worked between 80 and 99 hours.

For comparisons of hours worked in the period prior to the Act and in the period following October 24, 1938, the data in Table 21 will be useful. The table, which includes only 136 stations for which hours data were available in both 1938 and 1941, contains a distribution of stations by average hours worked by Regular Redcaps. Hours worked by these Redcaps in the June 1938 payroll period were longer than in the June 1941 period. In 1938, 60.3 percent of the total worked 100 hours or more (46-2/3 hours per week or more). In the latter 15-day period, nearly two-thirds of the Redcaps were working between 80 and 99 hours, or between 37-1/3 and 46-2/3 hours a week.

Table 22 presents a distribution of the hours worked by Supervisory Redcaps in June 1938, June 1939, and June 1941. The data for 1938 and 1939 do not include the hours worked by over one-fifth of this class of Redcaps and the distributions in these two years are therefore not strictly comparable with the distribution for June 1941. They are significant chiefly to show distribution of the hours worked each year by those Redcaps for whom hours records were available. In both the former years nearly half of the Redcaps worked between 100 and 119 hours in a payroll period (between 46-2/3 and 55½ hours a week). In the 1941 period slightly more than half of the Supervisory Redcaps worked between 100 and 119 hours and the percentage working between 120 and 129 hours (between 56 and 60.2 hours per week) exceeded the percentages working these hours in the earlier periods.

1/ Weekly hours have been calculated as 7/15 of semi-monthly hours.

While hours of Supervisory Redcaps were longer than those of Regular Redcaps, the figures for the two classes of Redcaps in a payroll period may be compared only with reservations. The average for Regular Redcaps in any payroll period may include the hours worked by both full-time and part-time Redcaps. It would therefore show less than the number of hours actually worked by full-time Redcaps. The average hours worked by Supervisory Redcaps, on the other hand, are not so likely to be affected by the presence of part-time workers.

A distribution of the hours worked by Incidental Redcaps in the June 1938, 1939, and 1941 payroll periods is shown in Table 23. Here again the data for the periods are not fully comparable, since there was not complete reporting of hours in the earlier periods. In each of the periods the majority of Incidental Redcaps worked at stations where the average was 100 hours or more in the 15 days, or 46-2/3 hours or more a week. In the 1941 period a little more than one-third of the Incidental Redcaps worked an average of 120 hours or more, that is, 56 hours or more per week.

A comparison of the changes in average hours at identical stations making the same changes in methods of remuneration from year to year is shown in Tables 29, 30, and 31. These tables are presented in Section VI, in connection with the discussion of earnings.

A picture of the average hours worked by Redcaps in June 1-15, 1941, by size of city in which the stations were located, may be gained from Tables 24, 25, and 26. Table 24 shows hours worked by Regular Redcaps in the 15-day period, classified by regions and by size of cities. The average for the whole group of 3,350 Redcaps was 89.9 hours (42 hours a week). The average for each of the regions except the Far West was close to this figure; in the latter region the average was 10 hours below the nationwide average. There was a tendency, in each region except the Far West, for the hours worked by Redcaps in the smaller cities to be less than those worked in the larger cities.

The hours of Supervisory Redcaps in June 1-15, 1941, are shown in Table 25, where the Redcaps are classified by size of city and prevailing method of remuneration. Similar data are given for Incidental Redcaps in Table 26. In both tables the average hours worked show increases with size of city, except in the largest cities.

The data on hours worked show a number of instances of unusually short hours -- less than 20 or 25 a week. Some idea of the kinds of schedules worked in these situations may be gained by examination of Exhibits A and B, which were submitted with the questionnaire replies.

B. Changes in Working Schedules

Since the advent of the Fair Labor Standards Act some stations have readjusted the working schedules of their Redcaps. In order to

determine the extent of such adjustments, the stations were asked whether split shifts or staggered work schedules had been introduced since October 24, 1938.

Many of the stations stated that split shifts or staggered work arrangements had been in effect for their Redcaps prior to October 24, 1938. Many others reported no changes in the working hours of their Redcaps. A total of 252 of the 346 stations covered by this tabulation, employing 3,007 of the 3,704 Redcaps, reported that neither of these working arrangements had been introduced since October 24, 1938. (Table 27).

Changes were reported by only 94 of the stations, most of which introduced split shifts. There were 52 stations which introduced split shifts and another 26 which introduced split shifts and also staggered the work schedules of the men. Sixteen stations staggered work schedules without introducing split shifts.

Analysis of employment changes at this group of 94 stations which introduced split shift or staggered hour schedules shows no significant divergence from the pattern of employment changes reported by the stations as a whole. Table 28 contains a distribution of these stations by percent change in the employment of Regular Redcaps between June 1938 and June 1941. At 30 stations there was a decrease in employment, at 33 there was no change, and at another 30 employment increased. This data may be compared with the distribution of employment changes at all stations employing Regular Redcaps, shown in Table 17. The latter table shows that 83 stations reduced Regular Redcap employment, 101 had no change, and 94 increased employment.

Table 20.--Distribution of Stations by Average Semi-Monthly Hours Worked by Regular Redcaps in June 1-15, 1939 and in June 1-15, 1941.

Average semi-monthly hours	June 1-15, 1939		June 1-15, 1941	
	No. of Stations	Percentage Distrubition of Employment 1/	No. of Stations	Percentage Distribution of Employment 1/
Totals	281	100.0	281	100.0
Less than 30	11	0.4	7	0.4
30 - 39	12	2.3	7	0.4
40 - 49	15	1.6	9	0.7
50 - 59	8	1.7	7	0.7
60 - 69	25	4.8	23	4.8
70 - 79	18	4.3	25	7.3
80 - 89	28	28.4	33	30.6
90 - 99	41	34.8	45	36.2
100 - 109	27	9.5	33	11.8
110 - 119	28	6.6	16	2.7
120 - 129	29	3.0	46	3.0
130 - 139	2	0.3	2	0.1
140 and over	4	0.4	1	0.2
No data	33	1.9	27	1.1

1/ Regular redcap employment in June 1-15, 1941 was used as a weight.

(9550)

Table 21: Distribution of Stations, by Average Semi-monthly Hours Worked by Regular Redcaps at Each Station, in June 1-15, 1938 and in June 1-15, 1941. 1/

Class intervals of average semi-monthly hours	Stations				Percentage Distribution of Employment 2/	
	1938		1941		1938	1941
	Number	% of total	Number	% of total		
Totals	136	100.0	136	100.0	100.0	100.0
Less than 30	2	1.5	2	1.5	0.2	0.2
30 - 39	2	1.5	2	1.5	3.1	.3
40 - 49	4	2.9	1	.7	.5	.3
50 - 59	2	1.5			.7	
60 - 69	8	5.9	9	6.6	3.9	5.0
70 - 79	5	3.7	17	12.5	5.6	10.1
80 - 89	8	5.9	19	14.0	7.3	30.6
90 - 99	15	11.0	23	16.9	18.4	35.4
100 - 109	20	14.7	18	13.2	26.7	10.0
110 - 119	18	13.2	11	8.1	22.1	3.9
120 - 129	46	33.8	33	24.3	9.4	4.1
130 - 139	2	1.5	1	.7	.2	.1
140 and over	4	2.9			1.9	

1/ This table includes only stations which reported hours of regular Redcaps in both payroll periods.

2/ Regular redcap employment in June 1-15, 1941 was used as a weight.

(9550)

Table 22: Distribution of Stations, by Average Semi-Monthly Hours Worked by Supervisory Redcaps in June 1-15, 1938, June 1-15, 1939, and June 1-15, 1941.

Class Intervals of average semi-monthly hours	June 1-15, 1938		June 1-15, 1939		June 1-15, 1941	
	Number of Stations	Percentage Distribution of Employment 1/	Number of Stations	Percentage Distribution of Employment 1/	Number of Stations	Percentage Distribution of Employment 1/
Totals	62	100.0	62	100.0	62	100.0
Less than 30	1	4.0	-	-	-	-
30 - 39	-	-	-	-	-	-
40 - 49	1	2.7	1	1.3	-	-
50 - 59	-	-	-	-	1	2.7
60 - 69	1	1.3	4	6.7	2	4.0
70 - 79	-	-	-	-	-	-
80 - 89	-	-	2	3.4	1	2.0
90 - 99	1	1.3	2	2.7	6	11.4
100 -109	11	38.3	11	28.3	22	45.6
110 -119	8	9.4	10	17.4	6	6.7
120 -129	13	14.1	12	16.1	18	23.5
130 -139	1	1.3	1	1.3	1	.7
140 or over	4	3.4	3	2.0	3	3.4
No supervisory redcaps employed in this period, or no data on hours	21	24.2	16	20.8	2	-

1/ Supervisory Redcap Employment in June 1-15, 1941, was used as a weight.

Table 23: Distribution of Stations, by Average Semi-Monthly Hours Worked by Incidental Redcaps at Each Station, in June 1-15, 1938, June 1-15, 1939, and June 1-15, 1941.

Class intervals of average semi-monthly hours	June 1-15, 1938		June 1-15, 1939		June 1-15, 1941	
	Number of stations	Percentage distribution 1/ of employment	Number of stations	Percentage distribution 1/ of employment	Number of stations	Percentage distribution 1/ of employment
Totals	107	100.0	107	100.0	107	100.0
Less than 30	1	.5	2	.5	4	1.9
30 - 39			1	.5		
40 - 49			2	1.4	2	1.0
50 - 59	2	.5			3	4.3
60 - 69	1	3.4	2	1.0	2	1.0
70 - 79			3	4.8	2	1.4
80 - 89	2	.5	1	.5	4	1.9
90 - 99	9	11.6	11	16.9	14	11.6
100 - 109	29	33.3	30	27.5	22	27.5
110 - 119	4	4.8	8	8.7	8	15.0
120 - 129	24	19.8	23	23.2	33	32.0
130 - 139	1		2	2.4	2	1.9
140 or over	5	5.3	5	3.4		
No incidental Redcaps employed in this period, or no data on hours	29	20.3	19	9.2	11	.5

1/ Incidental Redcap employment in June 1-15, 1941 was used as a weight.

Table 24 —Average Semi-Monthly Hours of Regular Redcaps, June 1-15, 1941, by Size of City and Region

Size of City 1/	Total, United States		Regions							
			East		South		Mid-West		Far West	
	No. of Redcaps	Average Semi-Monthly Hours	No. of Redcaps	Average Semi-Monthly Hours	No. of Redcaps	Average Semi-Monthly Hours	No. of Redcaps	Average Semi-Monthly Hours	No. of Redcaps	Average Semi-Monthly Hours
Less than 25,000	47	80.2	10	90.5	10	75.2	17	57.2	10	113.9
25,000 and less than 100,000	265	85.9	94	83.1	43	95.5	69	86.1	59	83.2
100,000 and less than 500,000	1113	90.3	343	95.0	247	87.5	372	91.9	151	80.3
500,000 and over	1925	90.5	1742	91.5	—	—	110	88.8	73	70.0
Total 2/	3350	89.9	2189	91.7	300	88.2	568	89.6	293	79.5

1/ Population, 1940 Census

2/ This table does not include 36 Redcaps employed on a tipping basis in June 1-15, 1941, for whom hours were not reported.

(9550)

Table 25: Average Semi-Monthly Hours Worked by Supervising Redcaps in June 1-15, 1941, by Size of City.

Size of City 1/	Number of Stations	Number of Supervising Redcaps	Average Semi-Monthly Hours
25,000 - 100,000	7	9	111.9
100,000 - 500,000	32	52	115.0
500,000 and over	21	88	99.8
Total	60	149	105.8

1/ Population, 1940 Census.

(9550)

Table 26: Average Semi-Monthly Hours Worked by Incidental Redcaps in June 1-15, 1941, by Size of City.

Size of City 1/	Number of Stations	Number of Incidental Redcaps	Average Semi-Monthly Hours
Less than 25,000	21	32	93.5
25,000 - 100,000	35	67	107.0
100,000 - 500,000	25	73	110.1
500,000 and over	16	34	101.5
Total 2/	97	206	104.9

1/ Population, 1940 Census

2/ This table does not include 1 station employing 1 Redcap for only part of the payroll period.

EXHIBIT A

Extract from a Letter from a Railroad Company Describing the Working Schedules of Redcaps at One Far Western Station and One Mid-Western Station

". . . The Redcap at _____ has no other duties assigned to him and performs no other services for our Company. He has other employment, however, as a shoe shiner in addition to the redcap work which he performs for us. During the period June 1 to 15, 1941, he worked as follows:

		(Trains) No. 15	No. 16
"June 1	11:40 AM - 12:20 PM	40"	
	6:30 PM - 7:05 PM		35"
" 2	11:40 AM - 12:20 PM	40"	
	6:30 PM - 7:05 PM		35"
" 3	11:45 AM - 12:20 PM	35"	
	6:30 PM - 7:10 PM		40"
" 4	12:50 PM - 1:35 PM	45"	
	6:30 PM - 7:25 PM		55"
" 5	11:45 AM - 12:50 PM	1' 5"	
	6:20 PM - 7:05 PM		45"
" 6	11:45 AM - 12:25 PM	40"	
	6:30 PM - 7:35 PM		1' 5"
" 7	11:45 AM - 12:20 PM	35"	
	6:30 PM - 7:05 PM		35"
" 8	11:40 AM - 12:25 PM	45"	
	6:30 PM - 7:05 PM		35"
" 9	11:45 AM - 12:20 PM	35"	
	6:30 PM - 7:05 PM		35"
" 10	11:40 AM - 12:20 PM	40"	
	6:25 PM - 7:10 PM		45"
" 11	12:20 PM - 1:00 PM	40"	
	6:30 PM - 7:15 PM		45"
" 12	1:05 PM - 1:40 PM	35"	
	6:30 PM - 7:10 PM		40"
" 13	12:30 PM - 1:10 PM	40"	
	7:30 PM - 8:10 PM		40"
" 14	11:45 AM - 12:35 PM	50"	
	7:10 PM - 7:40 PM		30"
" 15	11:45 AM - 12:25 PM	40"	
	6:30 PM - 7:05 PM		35"

"The three redcaps at _____ whose duties with our Company are exclusively redcap work, each worked 45 minutes daily during the first period of June 1941, from 3:45 P.M. to 4:30 P.M., meeting our trains Nos. 100, 101, and 200. These three redcaps are students."

EXHIBIT B

A Notice to Redcaps Concerning their Working Schedule, Issued on July 21, 1939, by a Station in the Eastern Region.

"NOTICE TO REDCAPS

* * *

"While you are performing service as Red Cap, you will arrange to report for duty to cover Trains 16, 17, 117, Advance 16 on Fridays and 2nd 17 on Saturdays, on the following basis:

"10 minutes in advance of trains arriving and 45 minutes in advance of trains departing. These hours should not exceed one hour and thirty minutes exclusive of Fridays and Saturdays and on these days only such time as is necessary to protect the trains.

"Kindly sign attached retaining one copy."

* * *

Table 27: Introduction of Split Shifts and Staggered Working Schedules, since October 24, 1938: Number of Stations and Total Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions.

Nature of Changes in Working Schedules	Total, United States		Regions									
			East		South		Mid-West		Far West			
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps		
No change in working schedules	252	3007	124	1994	41	228	45	472	42	313		
Split shifts introduced	52	445	14	253	14	115	20	63	4	14		
Staggered work schedules introduced	16	98	11	73	4	11	1	14				
Both split shifts and staggered schedules introduced	26	154	8	74	4	28	12	44	2	8		
Totals	346	3704	157	2394	63	382	78	593	48	335		

Table 28.--Distribution of Stations Reporting the Introduction of Changes in Working Schedules since October 24, 1938, by Percentage Changes in Employment of Regular Redcaps from June 1-15, 1938 to June 1-15, 1941.

Percent Change In Employment	Number of Stations
Stations decreasing employment, total	30
Redcaps in 1938 but none in 1941	5
Decrease of:	
75 percent or over	1
50 and less than 75 percent	6 1/
40 and less than 50 percent	5
30 and less than 40 percent	3
20 and less than 30 percent	3
10 and less than 20 percent	4
Decrease of less than 10 percent	3
No change in employment	33 1/
Stations increasing employment, total	30
Increase of:	
Less than 10 percent	1
10 and less than 25 percent	5 2/
25 and less than 50 percent	1
50 and less than 100 percent	4
Increase of 100 percent and over	7
Redcaps in 1941 but none in 1938	12 2/
Stations having redcaps at some time between June 1938 and June 1941, but not at either date.	1
Total	94

1/ No regular Redcaps employed at 2 stations; percent changes in incidental Redcap employment were used.

2/ No regular Redcaps employed at 1 station; percent change in incidental Redcap employment was used.

VI. Earnings

In analyzing data on earnings, it must be remembered that the meaning of earnings, as reported by different stations, was not always the same. The type of data reported, and its significance for analysis, varied with the method of remuneration used.

The "earnings" reported by the stations are the figures recorded on their payrolls or other records of the remuneration of Redcaps. Stations paying their Redcaps salaries of the minimum wage or higher usually reported only these salaries, and did not report tips. In order to estimate total earnings of these Redcaps, an estimate of the tips received would have to be added to the salary. 1/ This, of course, is outside the immediate scope of this survey. Stations using the Check-and-Charge system also report salaries only (including bonuses where provided for in the Check-and-Charge arrangement). To estimate total earnings of Redcaps under the Check-and-Charge system, an estimate of tips would also have to be added; but the amount of tips received by these Redcaps in addition to the 10-cents-a-bag charge may be quite different in amount from the tips received by Redcaps who do not collect fixed charges for their services. Stations using an Accounting and Guarantee system report the total of tips reported by the Redcaps, make-up paid, and in some cases, salaries amounting to less than the minimum wage. "Earnings" made up in this fashion cannot be compared with either of the previous two types, since they include earnings from all sources, including tips. A further factor to be remembered in analyzing data on earnings is the possibility that the tip reports of Redcaps were not always accurate.

Because earnings data reported by stations using different methods of remuneration are not comparable, they are presented in this report according to the prevailing method of remuneration used at each station for each class of Redcap. Because these "earnings" are not equivalent to the usual meaning of the word in this type of discussion and should be understood to mean only earnings as recorded on the stations' payrolls or other records of remuneration of Redcaps, they are referred to as "recorded earnings."

In order to observe the changes in earnings since June 1938, and to relate them to changes in employment and hours, groups of stations making identical changes in method of remuneration were followed through three payroll periods - June 1-15, 1938, June 1-15, 1939, and June 1-15, 1941 - and the average hourly recorded earnings were computed for each group in each period. These data are shown in Tables 29, 30, and 31 for the three classes of Redcaps. The three tables cover 3,081 of the 3,386 Regular Redcaps employed in June 1-15, 1941, 96 of the 149 Supervisory Redcaps, and 138 of the 207 Incidental Redcaps employed in that period. The other Redcaps were omitted because they were employed

1/ Some stations did report tips in addition to wages paid. This information was not included in tabulating earnings (except where the Accounting and Guarantee system was used) in order to place the non-Accounting and Guarantee stations on a comparable basis.

at stations which did not follow the principal patterns of changes in methods of remuneration described in the tables, or because there was no employment at the stations at which they were employed in one of the three periods.

Regular Redcaps are covered by Table 29, which includes 190 stations, divided into four groups according to the changes in prevailing method of remuneration. The 87 stations in the largest of the four groups had their Redcaps on tips alone in June 1938, put them on an Accounting and Guarantee system by June 1939, and changed to a Check-and-Charge system by June 1941. There are no data on the earnings of the men in June 1938. In June 1939 they reported average tips of 30.2 cents per hour. Average hourly recorded earnings of the whole group, after make-up was included for those receiving less than the minimum, was 30.8 cents. Under the Check-and-Charge system their average salary was 39.7 cents an hour; whatever tips they received must be counted in addition to this figure to arrive at their total earnings. The average hourly wage payments to the 959 Redcaps on Check-and-Charge plans receiving bonuses in June 1941 was 42.9 cents.

The second group of stations in Table 29 - 50 stations, employing 335 Regular Redcaps in June 1938 - paid their Redcaps salaries of less than 25 cents an hour in 1938, introduced an Accounting and Guarantee system by June 1939, and had a Check-and-Charge system in effect in June 1941. Average tips reported in June 1939 were 22.9 cents per hour. Adding salaries to reported tips, and adding in addition a small amount of make-up paid to some Redcaps, recorded earnings amounted to 31.6 cents an hour in June 1939. When the men were put on a Check-and-Charge basis, recorded hourly earnings were 42.9 cents. More than half of this group (158 of the 319 employed in 1941) were on a Check-and-Charge system which provided for a bonus, and their average hourly earnings were 48.2 cents, exclusive of tips received.

A third group of stations analyzed in Table 29 had their Redcaps on a straight salary basis, without a Check-and-Charge system, in June 1938, June 1939, and June 1941. These stations made no changes in their methods of remuneration because of the Fair Labor Standards Act, although some of them were affected by the increases of the minimum wage required under the Act. There were 31 stations in this group, with 303 employees in June 1938. Average hourly salaries paid in June 1938 were 34.5 cents. In June 1939 average salaries were 34.6 cents an hour and in June 1941 the average increased to 37.7 cents, following the rise of the applicable minimum wage to 36 cents.

The fourth and last group of stations in Table 29 includes those which had their Redcaps on tips in 1938, introduced an Accounting and Guarantee system by June 1939, and put their men on a straight salary in 1941, making no service charges to passengers. There were 22 stations in this group, employing 64 Regular Redcaps in 1938. Average tips per hour reported under the Accounting and Guarantee system in June 1939 were 31.5 cents, and recorded earnings amounted to 34.4 cents an hour.

When these Redcaps were put on a salaried basis, their hourly earnings as reported on the payrolls were just 36 cents, the lowest of any of the four groups covered in the table.

A similar analysis on the basis of method of remuneration is made for Supervisory Redcaps in Table 30, and for Incidental Redcaps in Table 31. The latter table contains only one group of stations; those making other changes in methods of remuneration fell into such small groups that tabulations would not have been significant.

The average hourly and semi-monthly recorded earnings of Regular Redcaps in the payroll period June 1-15, 1941 are classified by size of city and prevailing method of remuneration in Table 32. Similar data are shown for Supervisory Redcaps in Table 33 and for Incidental Redcaps in Table 34.

A distribution of stations by average hourly recorded earnings of Regular Redcaps in June 1-15, 1941 (Table 35) shows a high concentration at 36 cents an hour.

The reported earnings of Redcaps from tips are difficult to evaluate since the accuracy of the information available has been questioned. Average tips per hour and per payroll period for Regular Redcaps have been shown in Table 29. Tips reported in June, 1939 under the Accounting and Guarantee system are analyzed in Tables 36 and 37, which show tabulations of the stations employing Redcaps on an Accounting and Guarantee basis distributed by the average hourly tips reported by the Redcaps. Separate tabulations were made for those Redcaps on a tip basis only (Table 36) and those receiving a salary of less than the 25-cent minimum wage and reporting tips (Table 37). Table 36 shows a concentration of 18.3 percent of the Redcaps at stations where the average was 25 cents an hour; another 22.9 percent of the Redcaps were at stations where the average was from 26 to 29 cents an hour. The possibility is therefore not to be overlooked that a considerable number of Redcaps under the Accounting and Guarantee system may have reported, inaccurately, that they received tips in an amount equal to the minimum wage, whether they actually received more or less.

There was a wider distribution of the average hourly tips reported by Redcaps who received salaries of less than the minimum wage. (Table 37). These men had to report less in tips, in order to make up their earnings to the minimum, than those working exclusively for tips. Nevertheless, 46.8 percent of these men were at stations where average reported tips amounted to 26 cents per hour or more. There was little concentration at the 25-cent point and 43.4 percent of the men were at stations where reported tips averaged 24 cents an hour or less.

Table 29.—Regular Redcap Employment Average Recorded Earnings, Hours and Tips in 3 Selected Payroll Periods at Groups of Identical Stations Using Specified Methods of Remuneration in Each Payroll Period.

Number of Stations	Payroll Period	Prevailing Method of Remuneration	Number of Redcaps	Average 3/ Recorded Earnings		Average Semi-Monthly Hours	Average 2/ Recorded Tips	
				Hourly	Semi-Monthly		Hourly	Semi-Monthly
Group I (87 Stations)	June 1-15, 1938	Tips only	2714	—	—	—	—	—
	June 1-15, 1939	Tips only, accounting and Guarantee	2516	$.308	$27.95	90.7	$.302	$27.34
	June 1-15, 1941	Check-and-Charge	2347	.397	35.85	90.3	—	—
Group II (50 Stations)	June 1-15, 1938	Salary of less than 25 cents per hour.	335	—	—	100.1	—	—
	June 1-15, 1939	Salary of less than 25 cents per hour, Accounting and Guarantee	314	.316	31.49	99.6	.229	22.77
	June 1-15, 1941	Check-and-Charge	319	.429	40.84	95.2	—	—
Group III (31 Stations)	June 1-15, 1938	Salary of 25 cents an hour or more.	303	.345	27.49	79.7	—	—
	June 1-15, 1939	" " " " " " " "	333	.346	27.06	78.2	—	—
	June 1-15, 1941	Salary of 36 cents an hour or more. 1/	350	.377	31.22	82.9	—	—
Group IV (22 Stations)	June 1-15, 1938	Tips only	64	—	—	—	—	—
	June 1-15, 1939	Tips only, Accounting and Guarantee	66	.344	22.09	64.1	.315	20.02
	June 1-15, 1941	Salary of 36 cents an hour or more. 1/	65	.360	24.49	68.0	—	—

1/ No charge to passengers for Redcap service.

2/ Tips shown here are included in earnings.

3/ Earnings shown here for Redcaps on an Accounting and Guarantee basis include tips. Earnings shown here for Redcaps on any other basis do not include tips. For definition of recorded earnings, see discussion in text.

(9550)

Table 30: Average Recorded Earnings and Hours of Supervisory Redcaps in 3 Selected Payroll Periods at Groups of Identical Stations Using Specified Methods of Remuneration in Each Payroll Period

Number of Stations	Payroll Period	Prevailing Method of Remuneration	Number of Supervising Redcaps	Average Recorded Hourly Earnings 2/	Average Recorded Semi-Monthly Earnings 2/	Average Semi-Monthly Hours
Group I (19 Stations)	June 1-15, 1938	Salary of 25 cents per hour or more	36	$ .411	$42.47	103.4
	June 1-15, 1939	Salary of 25 cents per hour or more	35	.411	45.17	109.9
	June 1-15, 1941	Salary of 36 cents per hour or more 1/	42	.552	58.57	106.1
Group II (9 Stations)	June 1-15, 1938	Salary of less than 25 cents per hour	28	.155	16.71	107.9
	June 1-15, 1939	Salary of less than 25 cents per hour Accounting and Guarantee	29	.445	49.10	110.2
	June 1-15, 1941	Check-and-Charge	27	.509	53.78	105.6
Group III (7 Stations)	June 1-15, 1938	Salary of 25 cents per hour or more	14	.482	52.57	109.1
	June 1-15, 1939	Salary of 25 cents per hour or more	16	.476	48.31	101.5
	June 1-15, 1941	Check-and-Charge	27	.576	56.30	97.8

1/ No charge to passengers for Redcap service.

2/ For definition of recorded earnings, see discussion in text.

(9550)

Table 31: Average Recorded Earnings and Hours of Incidental Redcaps at a Group of 60 Stations, at Which They Were on a Salaried Basis 1/ in 5 Selected Payroll Periods.

Payroll Period	Number of Incidental Redcaps	Average Recorded Hourly Earnings 2/	Average Recorded Semi-Monthly Earnings 2/	Average Semi-Monthly Hours
June 1-15, 1938	140	$ .389	$ 40.09	103.0
November 1-15, 1938	137	.391	40.53	103.7
June 1-15, 1939	138	.393	40.49	103.0
June 1-15, 1940	141	.396	40.70	102.8
June 1-15, 1941	138	.408	42.09	103.1

1/ Includes only Redcaps on salaries of the minimum wage or higher without check-and-charge. Earnings shown include salaries only, and tips are excluded.

2/ For definition of recorded earnings, see discussion in text.

Table 32 — Average Recorded Hourly and Semi-Monthly Earnings of Regular Redcaps, June 1-15, 1941, by Size of City and Prevailing Method of Remuneration. 1/

Prevailing Method of Remuneration	Total, All Cities			Size of City 2/											
				Less than 25,000			25,000 and less than 100,000			100,000 and less than 500,000			500,000 and over		
	No. of Redcaps	Average Recorded Hourly Earnings	Average Recorded Semi-monthly Earnings	No. of Redcaps	Average Recorded Hourly Earnings	Average Recorded Semi-monthly Earnings	No. of Redcaps	Average Recorded Hourly Earnings	Average Recorded Semi-monthly Earnings	No. of Redcaps	Average Recorded Hourly Earnings	Average Recorded Semi-monthly Earnings	No. of Redcaps	Average Recorded Hourly Earnings	Average Recorded Semi-monthly Earnings
Total 3/	3350	—	—	47	—	—	265	—	—	1113	—	—	1925	—	—
Salary of the minimum or higher, no check-and-charge	483	$.373	$30.31	25	$.364	$27.48	98	$.373	$29.58	274	$.371	$31.50	86	$.387	$28.14
Check-and-Charge with bonus provisions	1258	.440	39.70	2	.357	25.00	32	.364	34.38	293	.474	43.75	931	.432	38.65
Check-and-Charge, no bonus provisions	1564	.366	33.82	17	.360	32.88	130	.360	32.23	529	.361	33.21	888	.371	34.44
Tips only, with Accounting and Guarantee	4	.420	16.50	1	.354	17.00	1	.636	7.00	2	.429	21.00	—	—	—
Salary less than minimum with Accounting and Guarantee	41	.369	34.44	2	.521	37.00	4	.407	34.00	15	.361	33.60	20	.358	34.90

1/ For definition of recorded earnings, see discussion in text.
2/ Population, 1940 Census.
3/ Does not include 36 Redcaps employed on a basis of tips only in this period, and for whom there were no recorded earnings.

Table 33. -- Average Recorded Earnings of Supervisory Redcaps in June 1-15, 1941, Classified by Size of City and Prevailing Method of Remuneration for Supervisory Redcaps at Each Station

Size of City 1/ and Prevailing Method of Remuneration	Number of Stations	Number of Supervisory Redcaps	Average Recorded Hourly Earnings 3/	Average Recorded Semi-Monthly Earnings 3/
25,000 - 100,000	7	9	-	-
Salary of 36 cents an hour or more 2/	4	5	$ .415	$ 46.40
Check-and-Charge, no bonus provisions	3	4	.413	46.25
100,000 - 500,000	32	52	-	-
Salary of 36 cents an hour or more 2/	14	26	.476	53.15
Check-and-Charge, with bonus provisions	3	4	.494	49.50
Check-and-Charge, no bonus provisions	15	22	.414	50.27
500,000 and over	21	88	-	-
Salary of 36 cents an hour or more 2/	10	33	.572	58.00
Check-and-Charge, with bonus provisions	4	27	.683	67.44
Check-and-Charge, no bonus provisions	7	28	.546	54.04
Total, all cities	60	149	-	-
Salary of 36 cents an hour or more 2/	28	64	.518	55.12
Check-and-Charge, with bonus provisions	7	31	.658	65.12
Check-and-Charge, no bonus provisions	25	54	.476	51.93

1/ Population, 1940 Census
2/ No charge to passengers for Redcap service
3/ For definition of recorded earnings, see discussion in text.

(9550)

Table 34: Average Recorded Earnings of Incidental Redcaps in June 1-15, 1941, Classified by Size of City and Prevailing Method of Remuneration for Incidental Redcaps at Each Station. 1/

Size of City 2/ and Prevailing Method of Remuneration	Number of Stations	Number of Incidental Redcaps	Average Recorded Hourly Earnings 4/	Average Recorded Semi-Monthly Earnings 4/
Less than 25,000	21	32	--	--
Salary of 36 cents an hour or more 3/	19	30	$.398	$37.90
Check-and-charge, no bonus provisions	2	2	.356	24.00
25,000 - 100,000	35	67	--	--
Salary of 36 cents an hour or more 3/	23	40	.418	41.92
Check-and-charge, with bonus provisions	6	10	.399	48.00
Check-and-charge, no bonus provisions	5	16	.367	42.00
Salary of less than 36 cents an hour, Accounting and Guarantee	1	1	.363	29.00
100,000 - 500,000	25	73	--	--
Salary of 36 cents an hour or more 3/	19	66	.388	43.41
Check-and-charge, no bonus provisions	6	7	.388	36.00
500,000 and over				
Salary of 36 cents an hour or more	16	34	.430	43.62
Total, all cities	97	206	--	--
Salary of 36 cents an hour or more 3/	77	170	.404	42.13
Check-and-charge, with bonus provisions	6	10	.399	48.00
Check-and-charge, no bonus provisions	13	25	.371	38.88
Salary of less than 36 cents an hour, Accounting and Guarantee	1	1	.363	29.00

1/ This table does not include 1 station employing 1 Redcap for only part of the payroll period June 1-15, 1941.
2/ Population, 1940 Census.
3/ No charge to passengers for Redcap service.
4/ For definition of recorded earnings, see discussion in text.

(9550)

Table 35:—Distribution of Stations and Redcap Employment in the Payroll Period Ending June 15, 1941 by Method of Remuneration and Average Recorded Hourly Earnings 1/

Average recorded hourly earnings	Tips only, Accounting and Guarantee		Salary less than minimum, Accounting and Guarantee		Salary, minimum or higher 2/		Check-and-Charge, with bonus provisions		Check-and-Charge, no bonus provisions	
	Number of stations	Number of Redcaps	Number of stations	Number of Redcaps	Number of stations	Number of Redcaps	Number of stations	Number of Redcaps	Number of stations	Number of Redcaps
30 and under 36 cents	1	1	2	6	5	5	1	2	5	22
Exactly 36 cents			4	30	47	251	24	655	111	1190
37 and under 40 cents			1	1	16	148	4	130	7	352
40 and under 44 cents	1	2	1	1	4	31	4	204		
44 and under 50 cents			1	1	3	15	1	7		
50 cents and over	1	1	2	2	4	33	4	260		
Total	3	4	11	41	79	483	38	1258	123	1564

1/ Does not include 11 stations employing 36 Redcaps who were on tips only.

2/ No charge to passengers for Redcap service.

(0556)

54

Table 36.—Stations and Regular Redcap Employment, 1/ Distributed by Average Recorded Hourly Earnings from Tips of Regular Redcaps Receiving Tips Only, in June 1-15, 1939, by Regions.

Class intervals of average recorded hourly earnings from tips 2/ (cents)	Total, United States				Regions							
	Stations		Redcaps		East		South		Mid-West		Far West	
	Number	Percent of Total	Number	Percent of Total	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Totals	132	100.0	2486	100.0	49	1790	33	274	49	419	1	3
Less than 10	8	6.1	12	0.5	2	3	1	3	5	6		
10 - 14	7	5.3	14	0.6	2	2	2	4	3	8		
15 - 19	15	11.4	100	4.0	5	46	4	17	6	37		
20 - 24	15	11.4	182	7.3	6	77	4	75	5	30		
25 - 29	18	13.6	454	18.3	10	278	3	31	5	145		
30 - 35	20	15.2	570	22.9	12	512	6	54	2	4		
36 - 39	18	13.6	803	32.3	6	753	1	6	10	41	1	3
40 - 44	9	6.8	184	7.4	2	110	5	29	2	45		
45 - 49	7	5.3	34	1.4	1	2	2	22	4	10		
50 or over	2	1.5	4	0.2	1	2	1	2				
No wage data	11	8.3	128	5.1	2	5	4	31	5	92		
	2	1.5	1	3/					2	1		

1/ Employment as of June 1-15, 1941.
2/ Tips as reported under the Accounting and Guarantee Plan rounded to nearest cent. For definition of recorded earnings, see discussion in text.
3/ Less than 0.1 of 1 percent.

55

(0556)

Table 37.—Stations and Regular Redcap Employment, 1/ Distributed by Average Recorded Hourly Earnings from Tips of Regular Redcaps Receiving a Salary of Less Than 25 Cents an Hour and Reporting Tips, in June 1-15, 1939, by Regions.

Class intervals of average recorded hourly earnings from tips 2/ (cents)	Total, United States				Regions									
	Stations		Redcaps		East		South		Mid-West		Far West			
	Number	Percent of Total	Number	Percent of Total	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps		
Totals	68	100.0	438	100.0	52	377	4	13	11	41	1	7		
Less than 10	12	17.6	41	9.4	7	20			4	14	1	7		
10 - 14	11	16.2	45	10.3	8	38	1	2	2	5				
15 - 19	10	14.7	33	7.5	5	22	2	7	3	4				
20 - 24	11	16.2	71	16.2	10	67	1	4						
25 - 29	6	8.8	43	9.8	5	32			1	11				
30 - 35	7	10.3	113	25.7	7	113								
36 - 39	6	8.8	80	18.3	6	80								
40 - 44	1	1.5	7	1.6					1	7				
45 - 49	1	1.5	2	.5	1	2								
50 or over	3	4.4	3	.7	3	3								

1/ Employment as of June 1-15, 1941.
2/ Average recorded hourly earnings from tips reported under the Accounting and Guarantee Plan, by Redcaps at each station, rounded to nearest cent. For definition of recorded earnings, see discussion in text.

VII. Other Conditions of Employment

A. Uniforms.

Uniform requirements were reported for most of the Redcaps covered by this report. There were only 29 stations, with 95 Redcaps as of June 1-15, 1941, which stated that no uniforms were required. The uniforms worn at the other stations were said to range from red caps to full outfits consisting of red cap, blouse or coat, trousers, and shoes.

The full cost of providing the full uniforms, where worn, was borne by the station itself at only 16 stations, which employed 368 Redcaps. (Table 38). At 159 stations the entire cost of the uniform was borne by the Redcaps, and at 31 stations the cost of providing the uniform was shared equally by the stations and the Redcaps. At 103 other stations, where no uniform was required except a red cap, the cap was furnished by the employees at 47 and by the employer at 26 stations; there were 30 additional stations at which cost of caps was shared in other ways.

All of this information applies to the original cost of buying the uniforms and does not apply to the cost of laundering or cleaning.

B. Unionization

Of the 346 stations covered by this survey, 217 reported the existence of union agreements covering their redcap employees. These stations, 62.7 percent of the total, had 3,142 Redcaps, or 84.8 percent of the total number of Redcaps employed. (Table 39). The degree of unionization, as measured by the coverage of the agreements submitted with the questionnaire returns, ranged from 69.6 percent of the Redcaps in the Mid-West to 90.6 percent in the East.

All of the union agreements analyzed contained provisions for the use of seniority in making assignments, in laying off men, and in rehiring.

A total of 201 agreements, covering 2,701 Redcaps, had provisions limiting the number of hours to be worked each day. The usual limitation was 8 hours per day, and many agreements contained the provision that these 8 hours might be worked within maximum "spreads" of from 12 to 16 hours.

At 78 stations, with 280 Redcaps employed, union agreements provided for penalty overtime for hours worked each day over the standard number of working hours. Overtime was usually paid at time-and-one-half the regular rate. In many cases penalty overtime was payable if the employee worked over 6 days a week, as well as over 8 hours a day. There were no penalty overtime provisions in 123 of the agreements, overtime being paid at straight time rates.

Table 38.--Methods of Providing Redcaps' Uniforms: Number of Stations and Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions.

Method of Providing Uniforms	Totals		Regions							
			East		South		Mid-West		Far-West	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
No uniform required	29	95	6	9	18	78	5	8		
All cost borne by station	16	368	11	260			5	108		
All cost borne by redcap	159	1943	62	1107	34	228	27	295	36	313
Cost shared equally	31	923	31	923						
Station supplies cap; redcap pays for balance	3	14			1	2	1	8	1	4
Station supplies cap; nothing else required	26	50	11	14	1	3	10	27	4	6
Redcap supplies cap; nothing else required	47	117	10	25	4	19	26	61	7	12
Other sharing arrangements	27	179	23	45	2	48	2	86		
No information on uniforms	8	15	3	11	3	4	2	0		
Totals	346	3704	157	2394	63	382	78	593	48	335

(9550)

158

Table 39: Analysis of Hours Provisions in Union Agreements Applicable to Redcaps Received from 217 Stations: Number of Stations and Redcap Employment in the Payroll Period Ending June 15, 1941, by Regions.

Provisions of Agreements	Total, United States		Regions							
			East		South		Mid-West		Far-West	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
No maximum hours provisions	16	441	3	241			11	186	2	14
Provisions for maximum hours but no penalty overtime	123	2421	81	1854	14	188	4	143	24	236
Provisions for maximum hours and penalty overtime	78	280	28	74	18	84	24	84	8	38
Total	217	3142	112	2169	32	272	39	413	34	288

(9550)

159

VIII. Cost of Redcap Service to the Railroads.

Information was asked on the questionnaires about the aggregate cost of redcap service to the railroads, including payroll, administrative expenditures, and other expenditures. Tabulation and analysis of this information for the first six months of 1938, 1939, and 1941, as reported, is made in Tables 40 to 52.

The figures on the cost of the redcap service to the stations must be interpreted with certain reservations.

First, Redcaps often perform other work at the station, such as janitor work or messenger work, which has no direct relation to redcap service proper. To arrive at the cost of the latter, a part of the payrolls of Redcaps doing other work should be deducted. It was not possible to do this for Regular Redcaps with the information available, and the total Regular Redcap payrolls are shown in the tables. An allocation of the Incidental Redcaps' payrolls to redcap work was possible, however, for stations which used Check-and-Charge systems in the first half of 1941. This allocation was made by the stations themselves in answering Question 18 on the questionnaire. The companies were asked to report only the Incidental Redcaps' wages paid for redcap work. Nearly all of the stations replying to Question 18 made this allocation. These reported allocations were applied to the total Incidental Redcap payrolls of each of the stations for the first six months of 1938, 1939, and 1941, which were then similarly reduced. Where a Check-and-Charge system was not in effect, Incidental Redcap payrolls could not be reduced, and should be interpreted as including payments for the Incidental Redcaps' non-redcap work, which, by definition, was the principal part of their work. For both Regular and Incidental Redcaps, then, the cost figures shown in the tables include wage payments for non-redcap work.

A second qualification must be made with respect to the stations' reports on "other expenses of administering the Redcap system." Many stations did not make reports of such expenses, while others, particularly stations which were using the Check-and-Charge system, made reports on this item for 1941 and for the earlier years as well. This difference in reporting may affect the comparability of the costs at different stations, and at the same stations from year to year.

Tables 40 to 48 present the data on cost of redcap service to the stations for the first six months of 1938, 1939, and 1941. Tables 40 to 43 include stations which used a Check-and-Charge system in the 1941 period; Tables 44 to 48 include all other stations. In Tables 40 to 43 the total revenues from the charges for Redcap service in the first half of 1941 are shown as offsets against expenditures.

The ability of some of the stations which introduced the Check-and-Charge system to pay all or part of their Redcap payrolls out of revenues from the 10-cent charges to passengers is illustrated in Table 49. Of 167 stations for which data were available, 19 reported net

incomes from the system and 148 reported deficits under the system. Nevertheless, at 33 of the 148 stations the deficits were less than the costs of redcap service in the comparable six months of 1938. Thus, as far as cost was concerned, 52 of the 167 stations made smaller net outlays in the first 6 months of 1941 than in the same period of 1938.

The 36 cent minimum wage, effective March 1, 1941, increased the applicable minimum wage rate for Redcaps by 20 percent. From reported data showing the operations of the Check-and-Charge system for 4 months before and 4 months after this date, we find that there were 15 stations using the system which had been able to show net incomes under the 30-cent minimum but which went over to the deficit side after the 36-cent minimum went into effect. (Table 50). There was a noticeable increase in the sizes of the net deficits reported by many other stations after March 1, 1941.

Analysis of the relationship of the largest item of expenditure under the Check-and-Charge system — the payroll of the Redcaps — to the revenues from the sale of baggage tags, is made in Table 51, which contains a distribution of the stations by ratio of payroll to revenue. Of 175 stations for which data were available, there were only 41 at which the wages paid to the redcap staff amounted to less than the revenues. At all the others the wages were greater than the revenues and at 37 stations the wages were more than twice the amounts received from passengers. The highest ratios of payroll to revenues were found at the smallest stations.

A tabulation was also made of the relationship between the expenses of administering the Check-and-Charge system (clerical and administrative salaries, stationery, supplies, tags, and other expenses) and the total redcap payroll (Table 52). Of 166 stations which reported expenses in addition to payroll there were 64 which reported expenses amounting to less than 1 percent of their Redcap payroll and 53 which reported expenses ranging from 2 to 5 percent. There were 23 stations which reported expenses amounting to more than 10 percent of their Redcap payrolls. These were principally smaller stations. Three of the stations with expenses amounting to more than 10 percent of Redcap payrolls reported no net deficits under the Check-and-Charge system in the first 6 months of 1941, while the other 20 reported net deficits.

Table 40:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, All Regions

Class of Expenditure	1938	1939	1941
Number of Stations	177	177	177
Redcap Payrolls, 2/ Total	$109,615	$139,764	$1,316,157
Regular Redcaps	59,992	54,895	1,211,598
Supervisory Redcaps	32,012	40,451	87,099
Incidental Redcaps 3/	17,611	16,221	17,460
Make-up paid to Redcaps 4/	--	28,197	--
Other expenses of administering Redcap System	8,236	19,735	144,987
Gross expenditures	117,851	159,499	1,461,144
Revenue under Check-and-Charge	--	--	1,146,386
Net expenditures	117,851	159,499	314,758

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Since Redcap work of this class of employees was incidental to other regular duties, total incidental Redcap payrolls at each station were reduced by the proportion of their time spent on non-redcap work, where this figure was available.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 41:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Eastern Region

Class of Expenditure	1938	1939	1941
Number of Stations	103	103	103
Redcap Payrolls, 2/ Total	$81,963	$96,663	$982,365
Regular Redcaps	40,712	37,971	897,780
Supervisory Redcaps	26,099	34,493	71,575
Incidental Redcaps 3/	15,152	7,748	13,010
Make-up paid to Redcaps 4/	--	16,451	--
Other expenses of administering Redcap System	8,052	19,335	106,420
Gross expenditures	90,015	115,998	1,088,785
Revenue under Check-and-Charge	--	--	825,246
Net expenditures	90,015	115,998	263,539

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Since Redcap work of this class of employees was incidental to other regular duties, total incidental Redcap payrolls at each station were reduced by the proportion of their time spent on non-redcap work, where this figure was available.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 42:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Southern Region

Class of Expenditure	1938	1939	1941
Number of Stations	37	37	37
Redcap Payrolls, 2/ Total	$3,619	$13,724	$129,722
Regular Redcaps	2,627	995	122,946
Supervisory Redcaps	362	362	4,718
Incidental Redcaps 3/	630	6,368	2,058
Make-up paid to Redcaps 4/	--	5,999	--
Other expenses of administering Redcap System	--	194	16,137
Gross expenditures	3,619	13,918	145,859
Revenue under Check-and-Charge	--	--	143,777
Net expenditures	3,619	13,918	2,082

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Since Redcap work of this class of employees was incidental to other regular duties, total incidental Redcap payrolls at each station were reduced by the proportion of their time spent on non-redcap work, where this figure was available.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 43:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Which Used a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Mid-Western Region

Class of Expenditure	1938	1939	1941
Number of Stations	37	37	37
Redcap Payrolls, 2/ Total	$24,033	$29,377	$204,070
Regular Redcaps	16,653	15,929	190,872
Supervisory Redcaps	5,551	5,596	10,806
Incidental Redcaps 3/	1,829	2,105	2,392
Make-up paid to Redcaps 4/	--	5,747	--
Other expenses of administering Redcap System	184	206	22,430
Gross Expenditures	24,217	29,583	226,500
Revenue under Check-and-Charge	--	--	177,363
Net expenditures	24,217	29,583	49,137

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Since Redcap work of this class of employees was incidental to other regular duties, total incidental Redcap payrolls at each station were reduced by the proportion of their time spent on non-redcap work, where this figure was available.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 44:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, All Regions

Class of Expenditure	1938	1939	1941
Number of Stations	169	169	169
Redcap Payrolls, 2/ Total	$171,796	$183,886	$239,172
Regular Redcaps	105,002	112,809	155,790
Supervisory Redcaps	6,439	7,907	7,960
Incidental Redcaps 3/	60,355	57,354	70,356
Make-up paid to Redcaps 4/	--	5,816	5,066
Other expenses of administering Redcap System	669	716	934
Total expenditures	172,465	184,602	240,106

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Incidental Redcap payroll includes total payments to these men for non-redcap work.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 45:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Eastern Region

Class of Expenditure	1938	1939	1941
Number of Stations	54	54	54
Redcap Payrolls, 2/ Total	$40,211	$42,660	$43,607
Regular Redcaps	5,099	4,872	4,576
Supervisory Redcaps	--	751	--
Incidental Redcaps 3/	35,112	35,657	35,216
Make-up paid to Redcaps 4/	--	1,380	3,815
Other expenses of administering Redcap System	--	17	12
Total expenditures	40,211	42,677	43,619

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Incidental Redcap payroll includes total payments to these men for non-redcap work.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 46:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Southern Region

Class of Expenditure	1938	1939	1941
Number of Stations	26	26	26
Redcap Payrolls, 2/ Total	$12,090	$13,064	$17,022
Regular Redcaps	5,626	6,009	7,012
Supervisory Redcaps	--	--	--
Incidental Redcaps 3/	6,464	6,873	9,543
Make-up paid to Redcaps 4/	--	182	467
Other expenses of administering Redcap System	--	--	--
Total expenditures	12,090	13,064	17,022

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Incidental redcap payroll includes total payments to these men for non-redcap work.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 47:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Mid-Western Region

Class of Expenditure	1938	1939	1941
Number of Stations	41	41	41
Redcap Payrolls, 2/ Total	$31,731	$37,048	$61,149
Regular Redcaps	26,499	26,328	48,282
Supervisory Redcaps	2,018	2,020	2,020
Incidental Redcaps 3/	3,214	4,521	10,063
Make-up paid to Redcaps 4/	--	4,179	784
Other expenses of administering Redcap System	--	18	50
Total expenditures	31,731	37,066	61,199

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Incidental Redcap payroll includes total payments to these men for non-redcap work.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 48:- Reported Cost 1/ of Redcap Service in the First Six Months of 1938, 1939, and 1941 at Stations Not Using a Check-and-Charge System in the First Six Months of 1941, by Class of Expenditure, Far Western Region

Class of Expenditure	1938	1939	1941
Number of Stations	48	48	48
Redcap Payrolls, 2/ Total	$87,764	$91,114	$117,394
Regular Redcaps	67,778	75,600	95,929
Supervisory Redcaps	4,421	5,136	5,940
Incidental Redcaps 3/	15,565	10,303	15,534
Make-up paid to Redcaps 4/	--	75	--
Other expenses of administering Redcap System	669	681	872
Total expenditures	88,433	91,795	118,266

1/ For discussion of reported cost, see page

2/ Redcap payrolls do not include reported tips.

3/ Incidental Redcap payroll includes total payments to these men for non-redcap work.

4/ Make-up includes only amounts paid to Redcaps under the Accounting and Guarantee Plan to bring their earnings, including reported tips, to the minimum.

Table 49. — Stations using the Check-and-Charge System and Redcap Employment in the Payroll Period Ending June 15, 1941, Classified by Net Operating Results of the Check-and-Charge System for the First Six Months of 1941 Compared with Expenses of Redcap Service in the First Six Months of 1938, by Regions

Net Operating Results of the Check-and-Charge System and Comparison with 1938	Total United States		Region							
			East		South		Mid-West			
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps		
No Expenses in 1938:										
Net income for 6 month period, 1941	10	82			8	76	2	6		
Net deficit for 6 month period, 1941	59	637	25	333	20	141	14	163		
Expenses in 1938:										
Net income for 6 month period, 1941	9	161	6	55	2	24	1	82		
Net deficit in 1941 less than 1938 expenses	33	411	21	319	4	45	8	47		
Net deficit in 1941 greater than 1938 expenses	57	1686	48	1564	2	14	7	108		
Check-and-Charge plan not in effect full 6 months	9	14	3	3	1	4	5	7		
Totals	177	2991	103	2274	37	304	37	413		

Table 50.--Stations Using the Check-and-Charge System for the Period November 1, 1940 to June 30, 1941, and Redcap Employment in the Payroll Period Ending June 15, 1941, Classified by Net Operating Results of the Check-and-Charge System in the Four Months before, and in the Four Months after, March 1, 1941, 1/ by Regions.

Net operating results in the two 4-month periods	Total United States		Regions					
			East		South		Mid-West	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Totals	165	2967	99	2269	36	300	30	398
Net income 2/ in both periods	17	231	5	52	9	91	3	88
Net income in first period, net deficit in second	15	139	10	42	4	55	1	42
Net deficit in both periods	133	2597	84	2175	23	154	26	268

1/ March 1, 1941 was the effective date of the 36 cent minimum wage. Prior to that the minimum was 30 cents.

2/ Includes stations which distributed the net income in the form of a bonus to the Redcaps.

(9550)

I 72 I

Table 51.—Stations Using the Check-and-Charge System and Redcap Employment in the Payroll Period Ending June 15, 1941, Distributed by the Ratio of Redcap's Wages 1/ to Revenue Under the Check-and-Charge System in the First Six Months of 1941, by Size of Redcap Staff at Each Station

Class intervals of the ratio of wages to revenue	Total, All Stations				Size of Redcap Staff 2/											
	Stations		Redcaps		1		2 - 3		4 - 9		10 - 19		20 - 49		50 and over	
	Number	% of Total	Number	% of Total	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
Totals	177	100.0	2991	100.0	35	34	46	108	44	261	21	295	17	526	14	1767
.50 or less																
.51 to .75	5	2.8	18	0.6	1	1	2	4	2	13						
.76 to .90	15	8.4	243	8.1	1	1	1	2	7	42	2	35	3	81	1	82
.91 to .99	21	11.9	703	23.5	3	3	4	10	6	38	1	11	3	116	4	525
1.00 to 1.09	21	11.9	308	10.4	4 3/	3	3	7	5	33	6	72	1	23	2	170
1.10 to 1.20	20	11.4	416	13.9	3	3	4	9	2	11	4	64	4	114	3	215
1.20 to 1.29	14	7.9	513	17.2	1	1	2	4	6	28	1	18	2	61	2	401
1.30 to 1.39	6	3.4	43	1.4			2	5	2	14	2	24				
1.40 to 1.49	11	6.2	72	2.4	2	2	5	12	2	14			2	44		
1.50 to 1.74	13	7.3	474	15.8	3	3	2	6	4	26	1	16	1	49	2	374
1.75 to 1.99	14	7.9	66	2.2			7	14	5	26	2	26				
2.00 to 2.99	21	11.9	88	2.9	10	10	7	18	2	12	1	10	1	38		
3.00 and over	16	9.0	47	1.6	7	7	7	17	1	4	1	19				

1/ Redcaps' wages includes total salaries paid to Regular Redcaps and Supervisory Redcaps, and that part of the salaries of Incidental Redcaps which was allocated to the account of redcap service by the reporting companies.

2/ Total Redcap staff in the payroll period ending June 15, 1941.

3/ Includes 1 station with 1 Redcap who worked part of the 6 month period, but was not employed in June 1-15, 1941.

I 73 I

(9550)

Table 52.--Stations Using the Check-and-Charge System, and Redcap Employment in the Payroll Period Ending June 15, 1941, Distributed by the Ratio of Total Non-payroll Expenditures of the Redcap System to Redcaps' Wages 1/, for the First Six Months of 1941, and by Operating Results of the Check-and-Charge System

Class intervals of ratio of expenditures to wages	Total		Operating Results under Check-and-Charge System			
			Net deficit		No net deficit	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
No expenses reported	11	44	5	7	6	37
Less than 1 percent	64	346	60	329	4	17
2 to 5 percent	53	1152	43	1069	10	83
6 to 10 percent	26	1204	20	1109	6	95
11 to 15 percent	16	189	14	164	2	25
16 to 20 percent	5	50	5	50		
21 to 24 percent	1	4	1	4		
25 percent and over	1	2			1	2
Totals	177	2991	148	2732	29	259

1/ Redcaps' Wages includes total salaries paid to regular Redcaps and Supervisory Redcaps and that part of the salaries of incidental Redcaps which was allocated by the reporting stations to the account of Redcap service. For discussion of reported expenditures of the redcap system, see text.

IX. Waiving of Passenger Payments under the Check-and Charge System.

Many of the railroads, at the time they introduced the Check-and-Charge system, provided, in their instructions to the Redcaps, for the possibility that passengers might not pay the 10-cent charges for Redcap service. In most cases these instructions stated that such cases were to be referred to superior officials at the station, who would be authorized to waive payment.

The questionnaire requested information on the extent to which passenger payment for service had been waived under the Check-and-Charge system. Of 194 stations which reported that they had used the Check-and-Charge system at some time during the survey period, 88 reported that some tag payments had been waived; 88 reported no waiving of payments, and 18 gave insufficient information for tabulation. (Table 53). At the 88 stations reporting the waiving of some payments, there were 2,180 Redcaps employed in June 1941, while at the 88 which reported no waiving of tag payments there were 386 Redcaps employed.

Stations reported the percentage of total tags for which payments were waived in each of several selected months. A distribution of stations by the highest reported percentages in any month is given in Table 54. More than half of the stations reported that payments had been waived for less than one-tenth of 1 percent of the tags used. Only 13 stations reported that payments had been waived for more than 1 percent of the tags used, and only 3 stations reported waived payments amounting to more than 2 percent. At the stations reporting relatively high percentages, the total numbers of tags sold generally were smaller than at the stations reporting low percentages of waived tags.

Table 53.--Waiving of Passengers' Payment for Redcap Service as Reported by Stations Using the Check-and-Charge System: 1/ Number of Stations and Redcap Employment on June 15, 1941, by Regions.

	Total United States		Regions							
			East		South		Mid-West		Far West	
	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps	No. of Stations	No. of Redcaps
No payments waived	88	386	47	230	14	52	25	93	2	11
Some payments waived	83	2180	46	1585	23	252	19	343		
No information given in questionnaire	18	471	14	466			4	5		
Totals	194	3037	107	2281	37	304	48	441	2	11

1/ This table includes all stations using a Check-and-Charge System at any time.

Table 54 -- Distribution of Stations Reporting the Waiving of Passengers' Payments for Redcap Service, by Percentage of Total Baggage Tags Used for which Payment was Waived. 1/

Percentage of Total Tags Used for Which Payment was Waived.	Number of Stations
Total	88
Less than .025 percent	30
.025 percent and less than .05 percent	6
.05 percent and less than .1 percent	5
.1 percent and less than .5 percent	17
.5 percent and less than 1 percent	3
1 percent and less than 1.5 percent	6
1.5 percent and less than 2 percent	4
2 percent and over	3
No data on percentage waived	14

1/ The highest percentage reported by each station for any month was used in this table.

GOVERNMENT DOCUMENT

COLUMBIA UNIVERSITY LIBRARIES

This book is due on the date indicated below, or at the expiration of a definite period after the date of borrowing, as provided by the rules of the Library or by special arrangement with the Librarian in charge.

DATE BORROWED	DATE DUE	DATE BORROWED	DATE DUE

END OF
TITLE